

Evaluator Training A Guide for States

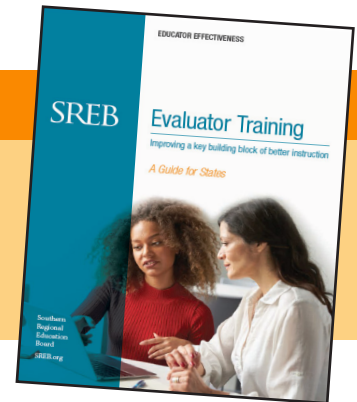
States should take steps to improve the quality of evaluator training programs.

When teachers' experiences with classroom observations are rigorous, reliable and relevant, their instructional practice gets better and students learn more. In schools across the South, administrators need better training to ensure that teachers receive these kinds of experiences.

How to Improve Training for Evaluators

The [newest report](#) from SREB's [educator effectiveness](#) team includes:

- lists of current evaluator training policies and practices in SREB's 16 states
- a detailed seven-part framework for developing and delivering high-quality training
- five crucial action steps for states to prioritize

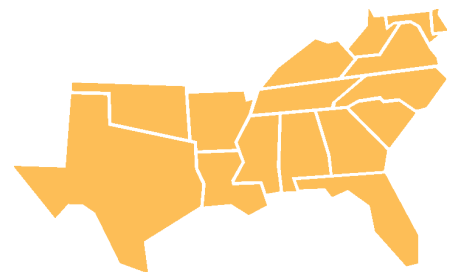


Components of an Effective Evaluator Training Program

- 1 **Understanding and Applying the Rubric:** Evaluators interpret and connect performance indicators to teacher practice.
- 2 **Rating the Observation:** Evaluators develop the skills to accurately rate lessons they observe.
- 3 **Facilitating Conferences:** Evaluators conduct meaningful pre- and post- conferences with teachers.
- 4 **Assessing Observer Competency:** The training program uses clear protocols to gauge participants' progress.
- 5 **Including District Leaders and Teachers:** Parallel trainings build a sense of shared responsibility for quality.
- 6 **Evaluating the Training:** Trainers collect participant feedback for continuous improvement.
- 7 **Institutionalizing Training Skills and Culture:** Training occurs continuously and focuses on systemic culture.

Next Steps for States

- ✓ Set minimum required components for training programs.
- ✓ Provide supplemental resources for implementing the requirements.
- ✓ Require and approve an end-of-training assessment tool.
- ✓ Collect and analyze data on training.
- ✓ Include local superintendents and district instructional leaders.



You Can Improve Student Outcomes. We Can Help.



SREB's educator effectiveness team supports policymakers, state agencies, and local implementers with planning and performance.

Go to [SREB.org/Evaluator_Training](https://www.sreb.org/Evaluator_Training) to download the full guide, review systems state-by-state, and request information or assistance.