



North Carolina
Educator Effectiveness System
Training



PUBLIC SCHOOLS OF NORTH CAROLINA State Board of Education | Department of Public Instruction

Welcome & Goals

HOME BASE™

- Home Base Overview
- Training process
- Evaluator Assignments
- Professional Development Plan
- Teacher Evaluation
- Reporting



Welcome to the North Carolina Educator Effectiveness System Training. Over the next 4 hours I will teach you how to complete the teacher and evaluator steps of the teacher evaluation and professional development process. You've been selected to participate in this training so that you may lead or support training your district administrators and teachers. Today we will cover: Training Process, Evaluator Assignment, PDP, Evaluations and Reporting

Home Base Overview



Information

Instruction



Student Information and Learner Profile



Instructional Design, Practice & Resources



Assessment



Data Analysis and Reporting



Professional Development & Educator Evaluation

PowerSchool
Pearson a simpler, **better** information system to replace NC WISE

Integrated Instructional Solution(SchoolNet – OpenClass – Test Nav)
Pearson
a **new standards-aligned** tool for instruction, assessment and data analysis

EE and PD
Truenorthlogic a simpler, **better** information system to replace McRel

Educator Effectiveness Phased Implementation Timeline



	Home Base Integration	Teacher Evaluations	Principal Evaluations	Professional Development
Feb. 2013	Discover	Discover		
Mar. 2013	Model	Model		
Apr. 2013	Model	Model		
May 2013	Test	Test		
June 2013	Train & Deploy	Train & Deploy	Discover	
July 2013	Train & Deploy	Train & Deploy	Model	
Aug. 2013			Test	Discover
Sept. 2013			Train & Deploy	Discover
Oct. 2013				Model
Nov. 2013				Model
Dec. 2013				Test
Jan. 2014				Train & Deploy
Feb. 2014				Train & Deploy



NCEES Highlights



- Intuitive System
- Reinforces Collaboration
- Record of Teacher Activities automatically displayed
- Observation Scoring Summary

Training Process: Overall

HOME BASE™

- Regional Train the trainer (representatives from all districts)
- Districts – Train district administrators and teachers
- The method I use to train today is the method you should use to train your school based administrators



We are training you (the district trainers) through “hands on training”: Listen, Watch, Practice (in training environment), Do

You, in turn, will train your school administrators and/or school-level trainers through “hands on training”: Listen, Watch, Practice, Do

However, you will train teachers through “demonstration” format: Listen, Watch, Do (in live environment)

There will not be a separate session to teach how to train, you will do exactly as I am doing.

Training Process: Today

HOME BASE™

- Each participant will be working with a partner today. Select someone in the room (in your district if possible) to be your Buddy and sit next to that person.
- Each team will be assigned two logins:
 - One Evaluator login
 - One Teacher login
- Each person will perform tasks of one role (evaluator or teacher)



Completing a teacher evaluation requires two parties to be involved: An Evaluator (principal or designee) and the Teacher being evaluated. Each role completes different steps – much like in tennis, the task owner changes sides alternating back and forth.

To provide you the full experience, you will work in pairs with each of you performing one role (teacher or evaluator). By playing your role and watching the other, you will benefit from participating in the full process.

I will navigate back and forth to demonstrate all functions. I do this by logging in through two different browsers through 2 different applications (I.E. and Firefox)

Goal for today is teach you how to use the system to complete the process. We will not work through all the processes steps. With 4 hours, we will focus on learning system functions that are repetitively used when completing all steps of the process.

(Regional Trainers): I will be limiting my training to System Functionality. I am not in a position to speak to the formal evaluation policy or process. I have been told that the state's policy and process have not changed. We are simply leveraging a new system – which we will train on today.



Let's Begin

- Training URL:
<https://ncdpitrain.truenorthlogic.com/ia/adminLogin.jsp>
- Card at seat provides your user name and log in (teacher or principal)
- Password: ncdpi2013

Key Points:

Today we are using a training environment, so we are logging in directly to NCEES. You will follow the same approach when conducting training. Your district's user accounts will be sent to your HR Director or state defined designee.

A separate Production environment will be utilized by end users. Users will log in through the Home Base home page with single sign-on function.



- LOG INTO SYSTEM FOR TRAINING

 **Training Readiness Next Steps?**

- Set training plan for principals
- Set training plan for teachers
- HR Directors receive district training accounts from DPI
- Participate in additional DPI webinars/training



Fall Educator Evaluation Training



- There will be 8 in-person "Support Sessions" for Educator Evaluation for LEA staff
- One in each RESA
- Duration: 1 full day

Region	Date
Region 1	Sept 24
Region 2	Oct 17
Region 3	Sept 23
Region 4	TBD
Region 5	TBD
Region 6	Sept 24
Region 7	Oct 15
Region 8	Oct 9



District Training: Leaders



- Face-to-Face with System Access (4 hours): Administrators gather at computer lab/wifi enabled space to participate in a session that follows a state prepared training plan: **Listen, Watch, Practice, Do, Refresh** approach:
 - Listen - To trainer provide overview, context, and process.
 - Watch – State created video/captivate.
 - Practice – Completing task in system training environment.
 - Do – The work in the live production environment where applicable (for example, Rights Assignment).
 - Refresh – Review process by viewing web-based video/captivates during administrator meetings and/or self-directed.
- User accounts and passwords will be provided by DPI.

Refer to the Implementation Guide sent to all HR Directors for more information.



School Level Training: Teachers



- **Training Case One:** Face-to-Face with System Demonstration: School administrators are encouraged to conduct training during a dedicated session during which the leader demonstrates completing the overall process (evaluator and teacher) using provided training accounts. Immediately following the training, Teachers should be instructed to start the PDP and Evaluation processes and complete their self assessment and orientation. (**Listen, Watch, Do and Refresh**)
- **Training Case Two:** Self-Directed: In some cases, face-to-face system training may not be possible and teachers will participate in web-based self-directed learning. In this scenario, teachers would participate in the web-based self-directed learning process: (**Watch, Do, Refresh**).
- In all scenarios, NCDPI recommends that administrators utilize "Just-In-Time" review sessions during faculty meetings to address upcoming process actions at key times throughout the year (see state webinar training schedule as a sample calendar)

Refer to the Implementation Guide sent to all HR Directors for more information.