



Teacher Development and Evaluation (TDE)— Professional Development and Implementation Support Strategies

Minnesota Department of Education will be offering the following professional development opportunities to support districts' implementation of teacher development and evaluation (TDE) models:

1. Training and Implementation Toolkits
2. Communities of Practice
3. Training for the State Model

1) Training and Implementation Toolkits

Toolkits are being designed to build the knowledge and capacity of district and teacher leaders to effectively conduct and implement teacher development and evaluation activities. Using implementation frameworks and a cohort of regionally-based trainers, the toolkits will guide training and implementation support for skills that cross any evaluation model and are, therefore, *appropriate for any district or charter*.

The content of each toolkit has been developed by national and state experts working alongside Minnesota teachers and school district leaders. Staff from the Regional Centers of Excellence will be trained in the toolkit content and delivery methods so that districts and charters can access regional training and implementation support. Workshops will be held at MDE and regionally. Trainers will also be available for ongoing coaching and technical assistance as locals implement.

Conducting Observations and Growth-Focused Conversations

This five-day workshop series will provide evaluators and peer reviewers with processes, tools and strategies necessary to conduct effective observations and meaningful feedback conferences. Participants will engage in activities that will build understanding of their districts' locally developed rubrics, and will practice observing, collecting evidence and sorting observation data by rubric components areas and performance levels. The workshop will introduce a variety of coaching methods for use in pre- and post-observation conferences that promote collaboration and inform next steps for instruction and professional growth.

[Click here for more information about this workshop series.](#)

Student Learning Goals

This five-day workshop series will support district, charter, and teacher leaders in crafting student learning goals. Many local TDE models are using a target or goal-setting process to measure teachers' impact on student academic growth for 35% of their summative evaluation. This training would be beneficial to participants with limited or relatively no knowledge of SLGs. District and charter teams will have planning time to discuss key decision points and planning considerations.

Participants in this introductory workshop will (1) understand the SLG cycle and how SLGs are developed, (2) be able to explain what makes a high-quality SLG, (3) understand the various approaches to SLGs as well as their strengths and limitations, (4) recognize the benefits and technical

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challenges inherent in the SLG process, (5) utilize team planning time to develop action plans, discuss key decisions for local models and implementation, and plan professional development and (6) understand the critical role of training, guidance, scoring and monitoring in ensuring fidelity in the implementation of SLGs.

[Click here for more information about this workshop series.](#)

Peer Coaching and Review

Beginning fall 2015.

Using Student Engagement Data

Beginning fall 2015.

2) Regional Communities of Practice

Communities of practice are groups of people who share a common concern for teacher development and evaluation practices and who interact regularly to learn how to do them better. While in a community of practice, teams will engage in continuous improvement by regularly examining implementation of their systems. Communities of practice will take place throughout the state and will be comprised of 2-4 leadership team members from each district and charter schools implementing their teacher development and evaluation model during school year 2014-15. A community of practice will:

- Examine the implementation of their teacher development and evaluation systems through the lens of Implementation Frameworks.
- Engage in collaborative activities and discussions; help each other in problem solving and posing solutions, and share information and practices.
- Conduct continuous improvement cycles (Plan-Do-Study-Act) on their teacher development and evaluation systems throughout the school year.

Dates and registration will be communicated through regional service cooperatives.

[Contact Greg Keith](mailto:gregory.keith@state.mn.us) (gregory.keith@state.mn.us) 651-582-8316 with questions.

3) Training and Implementation Support for State Teacher Development and Evaluation Model

Training will be designed for evaluators, peer reviewers and teachers to understand and facilitate activities in the state model. This training is geared to support district/charter teams to plan for, implement, monitor, and continuously improve implementation of the state model. *This training is only appropriate for districts adopting the state model or a close variation of the state model.*

Training dates at MDE

- July 21-22

[Contact Tyler Livingston](mailto:tyler.livingston@state.mn.us) (tyler.livingston@state.mn.us) 651-582-8427 with questions.