

Educator Effectiveness

Cambridge Education's **Educator Effectiveness** program provides states, schools, and districts with the tools to design and implement an effective evaluation system. We work in partnership with teachers and administrators to develop a rigorous and transparent solution that is customized to meet the individual needs of schools and districts.

Our program includes coaching administrators to provide constructive feedback which empowers effective teaching, and results in enhanced learning outcomes for all students.

As a result of this program, evaluators will be able to:

1. Observe how teacher and principal knowledge, understanding and skills impact on the learning process.
2. Selectively script recorded evidence while observing lessons and with a focus on student learning.
3. Evaluate observations by matching recorded evidence against an agreed framework.
4. Achieve inter-rater reliability through joint observations and calibration exercises.
5. Provide constructive feedback that supports and challenges educators to improve their own performance.



“The trainer communicated the rubric clearly and effectively. She gave valuable feedback that I will be able to utilize in my observations.”

Maya Frazier
District Administrator

Project

Recalibration Training

Location

Grand Rapids, MI

Client

Grand Rapids Public Schools

Expertise

Educator Effectiveness

Grand Rapids recalibration training

Project role:

Cambridge Education partnered with Grand Rapids Public Schools to train administrators in gathering evidence of student learning, applying that evidence to the teacher evaluation, and providing meaningful, actionable feedback to teachers.

Impact:

- On-site training to support school and district level administrators to conduct pre- and post-observation meetings that facilitate reflective and professional dialogues.
- There is a consistent focus on gathering evidence on learning during classroom observations and greater accuracy when rating levels of performance.
- Over the past three years, we have observed learning in over 250 classrooms and engaged administrators in debriefing sessions throughout the district. The debriefing sessions allow the administrators to challenge their thinking against different points of view.
- Analysis of observation data is shared annually with the district to identify overrated and underrated components that is disaggregated by participants. The district is able to get an overview of learning for the sample group of observed classes and to provide support for individual administrators.

Our approach

Cambridge Education provides services that are framework neutral and can be customized to meet individual school needs. Our services include:

- Technical assistance and support to review existing evaluation systems, to build on what is already in place.
- Training to improve quality and reliability of classroom observations.
- Coaching administrators and peer evaluators in key skills, such as:
 - selective lesson scripting
 - triangulating evidence
 - using rubrics to make accurate judgments
 - pre- and post-lesson conferencing
 - providing effective feedback which enables actionable change
- Training to ensure observers are able to identify and gather evidence of learning through multiple measures.
- Calibrating judgments made by local evaluators and implementing quality assurance systems.
- Building inter-rater reliability and inter-rater agreement through group training and individual coaching.
- Gathering and analyzing administrator, teacher, and student perceptions through surveys.
- Building local capacity to ensure high quality feedback and professional development is delivered to teachers and principals.
- Delivering, supporting, and monitoring the implementation of improvement strategies across classrooms, schools, and districts.
- Providing ongoing support to schools and districts to ensure consistency over time.