

# SUPPORTING a Fair & Consistent Evaluation System

## Overview of Elevate Colorado, the Online Inter-rater Agreement Training System

**Senate Bill 10-191 (S.B. 10-191) was passed in 2010 changing the way both principals and teachers are supported and evaluated in Colorado with the ultimate goal of accelerating student learning. To support a fair and consistent educator evaluation system, the Colorado Department of Education (CDE) is developing tools to promote common interpretations of teacher quality and help evaluators provide useful and actionable feedback to educators. One tool is Elevate Colorado, an online inter-rater agreement training system being developed in partnership with My Learning Plan.**

### What is inter-rater agreement?

Inter-rater agreement is the extent to which two or more evaluators, using the same evaluation tool, give the same rating to an identical observable situation (such as a classroom lesson or a video). It is a measure of consistency to support fair evaluations from evaluators.

### What is Elevate Colorado's purpose?

An important component of a rigorous educator evaluation system is observing an educator's professional practice with a rubric or other rating tool. Because S.B. 10-191 requires observation data to be considered in an educator's annual evaluation, developers of educator evaluation systems must ensure that evaluators' ratings are fair and consistent. Elevate Colorado uses classroom instruction videos to help train evaluators to calibrate their interpretation of the professional practices with each other and/or master scorer ratings. This process builds clarity in understanding and identifying high quality teaching and thus consistency in evaluation ratings.

### How does the system work?

Elevate Colorado is an online tool allowing evaluators to view short videos of practicing teachers and align those teaching practices to the Colorado State Model Evaluation System rubric. Evaluators receive a report showing alignment of their scores to those of the master scorers.

### Who are the master scorers?

Master scorers are Colorado educators who have completed CDE's training on the Colorado State Model Evaluation System and have experience using the teacher rubric to evaluate teachers on the statewide Quality Standards. Master scorers

### Features of Elevate Colorado

#### For general users/evaluators Elevate Colorado offers:

- Videos and accompanying artifacts of varied grade levels and content areas master-coded to the Teacher Quality Standards I-III
- Ability for users to assess their skills at identifying high quality evidence
- A comparison of the user's evidence to master-coded evidence
- A place to record commendations and recommendations of the teacher's performance

#### For districts, schools, or other support entities to create their own organization within Elevate which then provides:

- Access to additional video libraries
- Ability to create video plans
- Ability to upload videos and artifacts
- Ability to assign video plans to groups of educators
- Access to reports



have varied teaching and supervision experience, expertise in a variety of content areas, and experience in rural and urban school districts. A review panel of CDE personnel and experts in the field chose master scorers based on specific criteria with an emphasis the ability to identify high quality practices. The master scorers receive additional training to come to agreement on the final evidence.

## How can districts use Elevate Colorado?

Elevate Colorado is a free tool for districts and schools. It allows evaluators to complete self-guided inter-rater agreement training, including watching videos of practicing educators, scoring portions of the Colorado State Model Evaluation System rubric, getting feedback on inter-rater agreement, and seeing examples of high quality artifacts. CDE intends to include examples of teaching at elementary, middle and high school levels and in a variety of content areas that show examples of all observable practices in the teacher rubric. Eventually, this tool will enable evaluator training programs to meet the expectations of inter-rater agreement.

Elevate Colorado can also be used for professional development.

- Any Colorado educator can use this system to view video clips of lessons and practice aligning the professional practices and evidence. When finished, educators can click on the evidence comparison tab to compare results to that of the master scorers.
- The tool can also be used for staff development. Staff can view videos and align evidence prior to coming together. Once together, staff can review the results, refer back to evidence in the video and calibrate by comparing evidence to that of the master scorers. This practice allows for rich discussion that can uncover inconsistencies and/or bias in observation as well as support staff in coming to consensus on what high quality implementation of the Teacher Quality Standards looks like. In addition, these video clips can generate discussion about the type of coaching conversations and support that could be offered to the teacher.

## What's next?

CDE is continuing to build a robust system of online video plans that schools and districts can use for calibration and certification of their evaluators.

## Where can I learn more?

- To learn more about inter-rater agreement, visit [www.cde.state.co.us/educatoreffectiveness/interrateragreement](http://www.cde.state.co.us/educatoreffectiveness/interrateragreement)
- To access Elevate Colorado, visit: <http://www.mlpelevate.com/cdesignup.html>
- To view all CDE fact sheets, visit: [www.cde.state.co.us/Communications/factsheetsandfaq](http://www.cde.state.co.us/Communications/factsheetsandfaq)