

**InspirED**  
**Innovation**

*Empowering World Class Education*

**DISTRICT  
ACCOUNTABILITY  
COMMITTEE  
MAY 12, 2015**

# OVERALL SYSTEM VISION



**InspirED Innovation** is an integrated suite of software tools to assist teachers and leaders in delivering a World Class Education for more than 67,000 students.

The web-based software, originating from dynamic dashboards, is designed to streamline instructional planning, certified staff evaluation, professional development, and student learning objective tracking.

The hub approach of bringing together many tools under one user login creates a "one-stop" view for teachers and leaders in Douglas County.

# AVAILABLE TOOLS

TODO

- ### Things to keep in mind:
- MOY Self Evaluation for employee is due on: 01/31
  - MOY Evaluation for employee is due on: 01/31
  - MOY Evaluation Acknowledgement for employee is due on: 01/31

### Unit Builder

[My Units](#) [Create Unit](#)

### Professional Development

[My Courses](#) [Browse Courses](#)

### My Messages

[View Messages](#)

[What's new in InspirED?](#)

### CITE My Staff

You have **15** unrated evidences















[Review Unrated Evidences](#)


Select Teacher

- Select - ▾

### Student Data

[View Students/Data](#)

-  Mail
-  Chat
-  Gradebook
-  Calendar
-  Attendance
-  Aesop
-  Employee Self-Service
-  Moodle
-  Schoolology
-  Edmodo
-  Discovery Education
-  Enrich
-  Naviance
-  Search

 [Make InspirED Innovation dashboard links open new tabs.](#)

World Class  
Outcome  
Management

Instructional  
Planning

Teacher  
Evaluation

Professional  
Development

*The hub approach of bringing together many tools under one user login creates a "one-stop" view for teachers and leaders in Douglas County.*

# TEACHER EVALUATION APPROACH



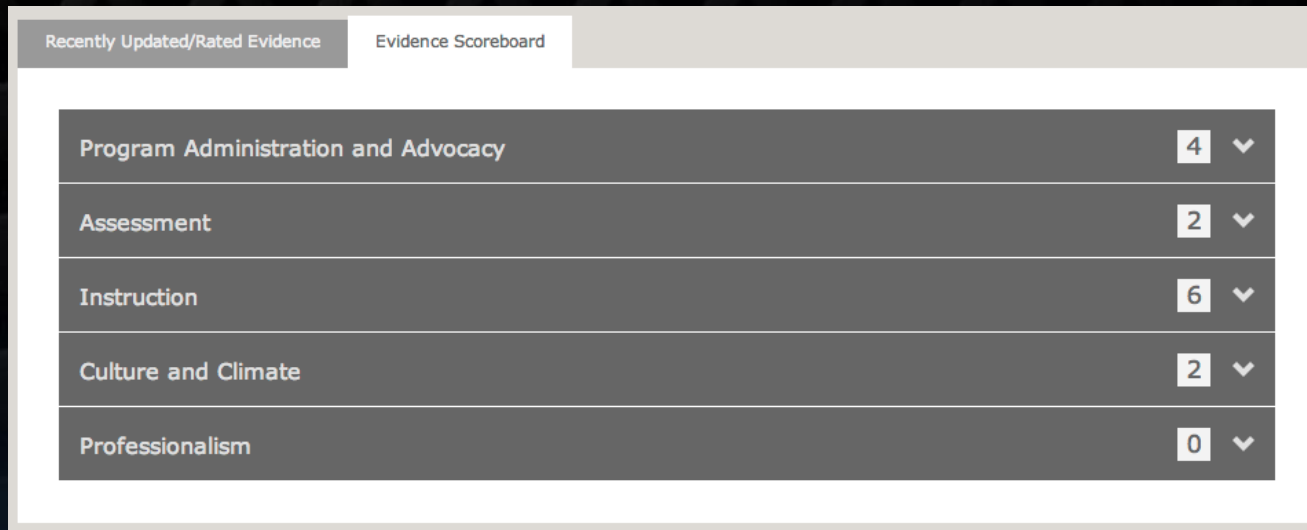
**Douglas County School District** developed an approach, that is locally-controlled and personalized, for the evaluation of certified staff in compliance with the requirements of SB-10-191 and to provide specific, actionable coaching feedback on educator effectiveness.

# TEACHER EVALUATION TOOL OVERVIEW

- Launched on October 15, 2013
- Second major tool delivery in InspirED Innovation system
- Integrated to district's single-sign on system
- 20 practitioner-specific rubrics developed/improved by practitioner expert groups
- Unique views for Practitioners, Evaluators, District Leadership Teams
- Promotes systemic understanding of standards, elements, and rating descriptors among practitioners and those that evaluate their performance
- Offers practitioners and evaluators tool tips anywhere a rating is displayed

# KEY SHARED FUNCTIONALITY

- Teachers and evaluators can collect evidence and associate to rubric-specific standards/elements and/or professional goals
- Evidence can be saved as “Draft” while evaluator or teacher is finalizing
- Consolidated views for teachers and evaluators to review evidence (ratings/notes), goals, self-evaluations based on association to standards/elements
- Evidence Scoreboard view to survey the distribution of evidence



The screenshot shows a web interface with two tabs: "Recently Updated/Rated Evidence" and "Evidence Scoreboard". The "Evidence Scoreboard" tab is active, displaying a table with the following data:

Category	Count	Action
Program Administration and Advocacy	4	▼
Assessment	2	▼
Instruction	6	▼
Culture and Climate	2	▼
Professionalism	0	▼

# QUICK LOOK AT EVIDENCE ( SHARED VIEW )



3.2 - Teacher-Librarian facilitates differentiated learning opportunities for all students.

3.3 - Teacher-Librarian facilitates learning opportunities that require students to locate, select, evaluate, synthesize relevant sources of information and create new knowledge to master World Class Outcomes.

## Evidence

E

Updated Date: November 19, 2013 by Smith, Kelli  
Rated Date: November 19, 2013 by Smith, Kelli

Teacher Collected

[Attached file](#)

Here is a unit plan that I feel demonstrates my effectiveness, specifically in Standard 3 - Instruction. I intentionally planned for differentiated opportunities for students based on their prior knowledge and personal learning interest.

Additional element(s) related to evidence


3.4 PE

Tool tip with rating descriptor

Teacher-Librarian facilitates sustainable learning opportunities for students.

3.4 PE

# KEY EVALUATOR FUNCTIONALITY

- 
- Evaluators can review/rate evidence based on associated standards/elements, from a consolidated view, for all teachers
  - Evaluators can add formative, coaching notes on individual element ratings
  - Evaluators have a read-only view of practitioner self-evaluations (ratings and notes)
  - Task Snapshot view to quickly manage teachers and get real-time status monitoring of required system tasks
  - Mid-Year/Summative Evaluation Instruments for evaluators - allows mid-year/summative ratings and notes to be assigned for each individual element based on a survey of collected evidence
  - Calculation of overall summative rating based on individual element summative ratings



# TASK SNAPSHOT (EVALUATOR ONLY)



			MOY Self-Evaluation <i>Closed: 01/31</i>	Mid-Year Evaluation <i>Closed: 01/31</i>	Teacher Acknowledgement <i>Closed: 01/31</i>
	<p>25 59 26 0</p>	<p>Add Evidence</p> <p>Rate (0)</p>	✓	E	✓
	<p>12 98 20 0</p>	<p>Add Evidence</p> <p>Rate (0)</p>	✓	E	✓
	<p>24 50 0 0</p>	<p>Add Evidence</p> <p>Rate (0)</p>	✓	E	✓
	<p>20 52 5 0</p>	<p>Add Evidence</p> <p>Rate (0)</p>	✓	E	✓

# TEACHER SELF-EVALUATION (EVALUATOR VIEW)



## Self Evaluation - Beginning of Year

CITE Overview

Add Evidence

Standard 1

Standard 2

Standard 3

Standard 4

Standard 5

### Standard 1 - Outcomes

Teacher purposefully plans outcomes using the District GVC in stage 1 of backward planning.

1.1

Teacher purposefully plans for the integration of World Class Outcomes in stage 1 of backward planning.

HE

E

PE

I

1.2

Teacher purposefully plans for the integration of content in stage 1 of backward planning.

HE

E

PE

I

1.3

Teacher purposefully plans for the integration of the 4 Cs in stage 1 of backward planning.


HE

E


PE

I

# KEY TEACHER FUNCTIONALITY

- 
- Teachers can review previous summative evaluations completed in InspiRED Innovation, as applicable
  - Teachers can select from 20 practitioner-specific rubrics
  - Teachers can complete self-evaluations (ratings and notes) at beginning, middle, and end of year
  - Teachers can create performance improvement goals tagged to rubric-specific standards/elements
  - Teachers get real-time feedback after evidence has been reviewed/rated by evaluator
  - Mid-Year/Summative Evaluation Views – provides overall calculated mid-year/summative rating and all individual element summative ratings along with coaching feedback from evaluators
  - Mid-Year/Summative evaluations available as consolidated PDFs


# KEY DISTRICT LEADERSHIP FUNCTIONALITY

- 
- District Leaders can review body of evidence, based on associated standards/elements, for all teachers, as needed
  - District Leaders have oversight view for all mid-year/summative ratings by location
  - District Leaders can enable/disable evaluation task windows (i.e. teacher self-evaluations, goal-setting, mid-year/summative instruments)


# SYSTEM DEMONSTRATION



# ENHANCING EVIDENCE COLLECTION

- 
- As evaluators used the evaluation tool last year, they consistently requested a **mobile-friendly** way to capture informal walk-through evidence to support the coaching conversation with teachers.
  - Must be flexible and extendable based on:
    - Rubric
    - Area of Coaching Focus or Look-Fors
    - Feedback Mechanism - Ratings and Notes

# WALKTHROUGH TOOL HIGHLIGHTS

- 
- WalkThrough Form is based on rubric standards/elements
  - WalkThrough Forms can be activated and inactivated
  - Allows evaluator to optionally create “Look-Fors”
  - Seamlessly integrates with all other evidence types collected within InspirED Innovation
  - Allows evaluators the ability to rate and provide coaching feedback specific to identified elements
  - Allows creation of district-level exemplars that can be leveraged by building evaluators