

## **DPAS-II for Teachers/Specialists**

### **Knowledge and Skill Standards for Credentialed Observers (2015)**

*The following standards articulate the skills and knowledge Credentialed Observers of teachers and specialists must be able to demonstrate in order to earn initial credentialing.*

#### Resources:

- Credentialed Observers will be familiar with key resources (DPAS-II Guides, e.g.) and how to find needed policy information.

#### Observation and Feedback:

- Credentialed Observers will be familiar with and able to apply the language/structure of the DPAS-II Rubric for Teachers and DPAS-II Rubric for Specialists.
- Credentialed Observers will be able to identify, revise and write appropriate evidence of Teacher/Specialist practice as related to the applicable rubrics.
- Credentialed Observers will be able to align evidence to the DPAS-II Rubric for Teachers and determine levels of performance.
- Credentialed Observers will be able to craft and revise written actionable feedback to teachers that includes rubric-aligned evidence.
- Credentialed Observers will be able to craft Commendations, Expectations, and Recommendations based upon an observation of teacher practice in accordance with the DPAS-II Guides.
- Credentialed Observers will be able to apply policy knowledge and best practices for Post-Observation conferences.

#### Student Improvement Component:

- Credentialed Observers will be able to identify deficiencies within Student Improvement goals/target.
- Credentialed Observers will be able to revise language related to Student Improvement Component targets to increase effectiveness.
- Credentialed Observers will be able to craft effective, data-based Student Improvement targets.
- Credentialed Observers will be able to identify best practices for goal and target-setting.
- Credentialed Observers will be able to apply policy guidance pertaining to the rules and regulations of the 2015-16 Student Improvement Component.

#### Educator Evaluation Policies:

- Credentialed Observers will be able to articulate the differences between the policies for Teachers and for Specialists.
- Credentialed Observers will be able to describe the frequency and length of observations (including Short Observations).
- Credentialed Observers will be able to distinguish similarities and differences between Recommendations and Expectations.
- Credentialed Observers will be able to determine the frequency of Summative Evaluations/Ratings.
- Credentialed Observers will be able to identify key elements of the challenge process.
- Credentialed Observers will be able to identify the critical elements of a Teacher Improvement Plan.
- Credentialed Observers will be able to articulate the consequences of teachers demonstrating a pattern of ineffective teaching.