COLORADO
Department of Education

Evaluator Training: E-Train Part II Train-the-Trainer

Colorado Department of Education
Educator Effectiveness Office

Required Trainings for Educator Effectiveness

	Annual Orientation Training	Designated Evaluator Training (DE-Train)	Evaluator Training (CDE's E-Train)
Why	Per 2010 legislation, state statutory requirement: C.R.S. 22-9-106(1)(e)(II) State Board rule: 1 CCR 301-87 5.3(A)(D)(E)(F)(G)	Per 2010 legislation, state statutory requirement: C.R.S. 22-9-106(4)(a) State Board rule: 1 CCR 301-87 5.3(B)	Per 2022 legislation, state statutory requirement: C.R.S. 22-9-104(1.5)(c), 22-9-106(4)(a) State Board rule: 1 CCR 301-87 5.3(H)
What & For Whom	Required orientation at the start of each school year for all educators that provides information and any updates to educator evaluations in the local context. Confirms what will be included in educators' evaluations for the year.	Training and certification of evaluator designees (evaluators of licensed educators who *do not* have a principal or administrator license) by a CDE approved DE-Train training providers. Only required for evaluator designees.	Required training for all evaluators of licensed personnel (i.e., teachers, SSPs, and principals). Must be completed for principal/admin. licensure (new/renew). Requirement began August 1, 2024.
Who Provides	Provided at the local level by each BOCES and school district.	Provided by a CDE-approved DE-Train training provider (BOCES, districts, and consultants).	Provided by CDE, an authorized provider of CDE's E-Train (e.g., district/BOCES), or an approved district/BOCES created training. *NOTE*: The evaluator training requirement is embedded in all Colorado principal/administrator prep programs.
When	Annually at the start of each school year prior to the start of the evaluation cycle.	Trainings provided at the discretion of the CDE approved DE-Train training providers.	CDE offers E-Train sessions year-round and the deadline to complete the training is dictated by the individual's license renewal date.

Educator Effectiveness Office / educator_effectiveness@cde.state.co.us

Considerations for Local Implementation

- How will you communicate to your evaluators and publicize this training opportunity?
  - How will participants register?
  - Who will be your primary contact with CDE EE Team to ensure participants have completed E-Train Part I prior to attending a Part II session?
- How will you document/track evaluator participation in the training?
  - Who will be responsible for ensuring documentation (i.e., certificates) is provided to participants following the training session?

Additional Considerations for Local Implementation

- How frequently will you offer this training?
  - When you begin offering this training?
  - How will the one-time requirement for this training influence your training schedule?
- How will you balance district priorities/messaging and CDE E-Train Part II training content?
- How will you incorporate this training into your existing training and professional development/learning opportunities?
- Will evaluators in your district be required to complete the training you will offer?
  - How will this be communicated to evaluators?

Maximizing Learning for Adult Learners

- Keep to your agenda
- Know your audience
- Employ periodic check-ins/ checks for understanding
- Use visual tools
- Vary your delivery techniques
- Use real-life scenarios
- Use positive reinforcement
- Words matter – intentionally choose what to say, and what *not* to say

Adapted from Training Magazine, 2014

Maximizing Learning for Adult Learners

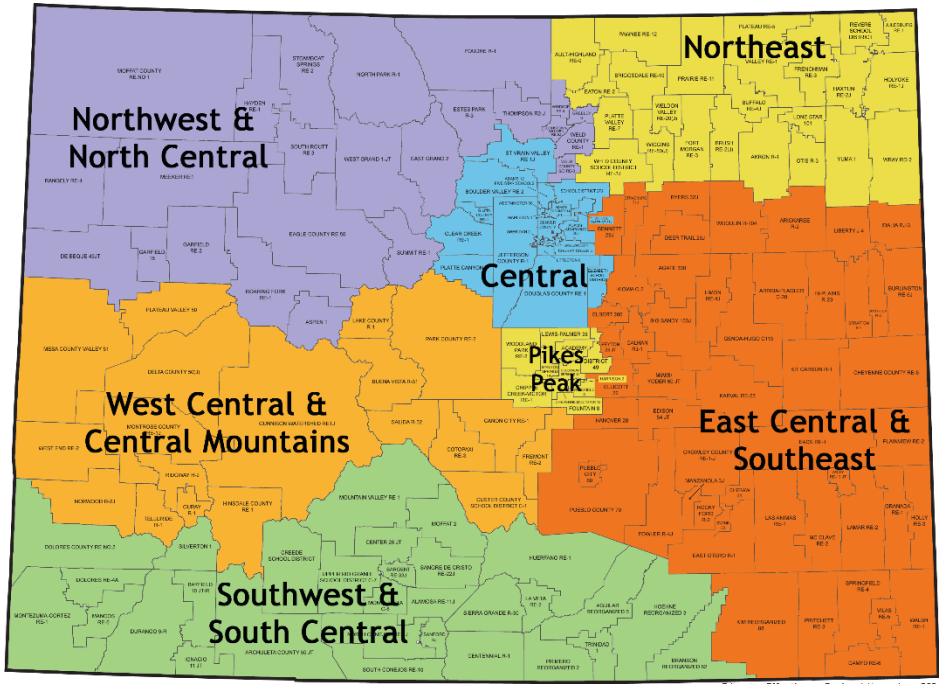
What are your non-negotiables when providing and facilitating training for adult learners?




WHAT IF...?

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