



Supervisor Proficiency Training

Proficiency training for evaluators ensures consistency of observations. The system allows observers to develop a deep understanding of how the four domains of the KyFFT are applied in observations and evaluations, setting the stage for continuous improvement of teacher effectiveness.

The system:

- Establishes a common language to describe teaching at all performance levels, both in and out of the classroom
- Creates shared expectations of teaching practices
- Allows evaluators to conduct classroom observations that are accurate and consistent

Evaluators participate in online training using master-scored videos that demonstrate teaching at all performance levels. Observers practice scoring the videos and receive instant feedback on their scores. The program culminates with the evaluator completing a certification strand of videos and upon successful completion, receiving a proficiency rating.

Once initial certification is obtained, observers go through yearly calibration to ensure inter-rater reliability across the commonwealth. Every certified observer has obtained proficiency by demonstrating the ability to identify indicators of the KyFFT in the classroom.