

## CALIBRATION PROTOCOL

The purpose of this calibration protocol is to work with peers within an organization to build a shared understanding about excellent teaching practices and to calibrate rating accuracy across observers.

1. Conduct framework study with peers for selected component (as a group)
  - Identify teacher skills necessary across proficiency levels especially at the proficient and distinguished levels
  - Identify student behaviors across proficiency levels especially at the proficient and distinguished levels
  - Identify types of evidence you would collect to for this component
  - Generate some sample or 'anchor' evidence
2. Facilitator provides context for the video
3. View video (as a group)
  - Collect and tag evidence (individually)
  - Rate (individually)
4. Post ratings visually to determine alignment
5. Share justification for ratings by citing evidence collected and linking to proficiency criteria in the framework
6. Come to consensus on rating
7. OPTIONAL: Craft feedback
  - Draft written feedback individually and then share in pairs and/or
  - Prep a coaching conversation to role-play with a partner. Two partners pair up to observe each other role play the coaching conversations and provide feedback.