In the Government and Management category and the Curriculum and Instruction category, IASA will provide five services to local school districts:

1. **Targeted mentoring and coaching of school superintendents**, specifically on evidence-based leadership and using data to drive immediate and lasting improvements. Superintendents will become educated on current changes to the federal ESSA and subsequent Illinois Plan for ESSA Accountability, including the Quality Framework and Quality Framework Rubric, and how to apply the new requirements to Comprehensive School Improvement Planning in their districts and schools. Both veteran and new superintendents will receive continual training on evidence-based practices that help improve all aspects of school district operations.

2. **Danielson Frameworks Teacher Evaluation Training for Teachers.** Participants will know how to improve instructional practices of teachers as the evidence relates to the four domains of the Danielson Frameworks. Specific instruction will center on Domain 3, Engaging Students in Learning. Participants will learn how administrators rate teachers and also participate in the rating of teachers using videos of actual teaching. Participants will learn the “Six Steps for Effective Teacher Evaluation” and how to reflect on their own teaching.

3. **Danielson Frameworks Teacher Evaluation Training for Teacher Evaluators.** Participants will know how to apply the four domains of the Danielson Frameworks to their evaluation of teaching. Specific instruction will center on Domain 3, Engaging Students in Learning. Participants will view sample lessons of actual teaching. Participants will then rate the teachers in Domains 2 and 3 and develop a reflective question for the teacher for each Domain/Component that is scored less than excellent. Participants will compare their scoring with all other participant scoring and defend their scoring decision. Participants will learn how inter-rater reliability works in
the context of administrators in the same school district and/or school. Participants will learn to apply the “Six Steps for Effective Teacher Evaluation” in this training.

4. Coaching Teacher Evaluators. An IASA trainer will accompany the teacher evaluator as the evaluator conducts informal and formal teacher observations. This exercise, sometimes referred to as “Instructional Rounds,” is usually completed with a team of administrators (3 to 5) from the same district. The IASA trainer records evidence with the teacher evaluators; the team of administrators, including the trainer, then discusses the findings and assigns a rating to the Domain/Component being observed. If the rating is below “excellent,” each team member formulates a reflective question to ask the teacher. If applicable, a reflective conversation is conducted with a teacher who was informally or formally observed.

5. Principal Evaluation Training and Coaching. Administrators will receive instruction on best practices for principal evaluation. The IASA trainer will model a coaching session in which the principal evaluator has the principal reflect on his/her own performance. Reflective questioning and self-improvement of the person being evaluated is the core tenet of this training.

Additional Regional Trainings and Administrator Academies on ESSA and the EBF: As the ISBE continues to roll out updates, changes and new interpretations of the Illinois Plan for ESSA, IASA, working with our partners from around the state, will continue to provide training to the field in order to provide relevant, timely and consistent information to those responsible for implementing both the requirements of the Illinois Accountability Model and the Evidence Based Formula. Although this regional training is not specifically part of our proposed IL-EMPOWER services, we will encourage our IL-EMPOWER Partners to take advantage of these opportunities, both within and outside of IASA's contracts with them.