Abstract

The purpose of this project was to improve ways the North Carolina Department of Public Instruction can develop and implement a process for improving rater agreement performance on Standards 1 through 5 of the North Carolina Professional Teacher Standards. Specifically, I used improvement science methods and the progress of the 360 participants in a pilot of the state’s web-based Observation Calibration Training (OCT) system over a seven-month period. Data analysis included a pretest and posttest to determine improvement in rater agreement from the participation of the pilot program OCT. Additional data analysis followed each of the three interventions implemented during the course of the OCT to improve rater agreement and inform project modifications and next steps, with the goal of improving the participants’ teacher evaluation competence. A plan for periodic assessment of change and analysis of progress toward improvement included monthly performance data reports, including participation and performance, to ensure that the OCT pilot was progressing for participants and to identify the elements, from the Professional Teacher Standards, that participants were scoring correctly and incorrectly. Based on these data, I developed and facilitated webinar interventions and supporting resources to address identified rating performance issues. The goal was to use the results of this project to inform phase 2 of the OCT statewide training plan in ways that will increase the likelihood of participants’ improvement in rating teaching behaviors.