

**COUNCIL ON EDUCATOR DEVELOPMENT RECOMMENDATION 2: Formally certify and support evaluators to ensure fidelity of implementation of the existing system and statewide initiatives in tandem with the recommendations in this report.**

**DEFINITIONS:**

Current Iowa Evaluator Training Requirements – Iowa’s current system is defined in 284.10 (<https://www.legis.iowa.gov/docs/code/2015/284.pdf>).

- Learning Progressions – Describes effective leadership practices with more specificity than standards alone, provide guidance about how practice might be improved and outline professional learning experiences to bring about improvement.
- Effective Networks of Professional Development – Assembles a cohort of administrators through SAI, AEA and higher education institutions for building human and social capital.
- Mentoring – Engages all administrators in new roles in School Administrators of Iowa’s peer mentoring program.
- Formal Certification – The certification will be a licensure requirement dependent on evaluator competencies and formal training in the evaluator system.

**KEY POINTS:**

- Create, implement, and sustain research-based learning progressions based on Iowa Standards for School Leaders as an ongoing, formative tool and process that promotes continuous improvement of the administrator, the school, and the school system.
- Enhance and maintain networks of professional development and mentoring for administrators, in order to build the human and social capital within the system and support administrator growth over time.
- Develop, execute, and maintain a research and development component tied to the administrator effectiveness system with the purpose of evaluating, making system improvements, and informing stakeholders.
- Formally certify all evaluators in all capacities within a school district (i.e., principal training on evaluating teachers, superintendent training on evaluating principals, athletic director training on evaluating coaches, etc.).
- Evaluator recertification would emphasize evaluator renewal/growth training and ongoing re-certification.
- Align frequency of summative evaluation of all evaluators in all capacities within a school district with the educator evaluation system by conducting summative evaluations every three years.