



## IMPLEMENTATION PLANNING

### Measure the effectiveness of your school leaders

VAL-ED, a researched-based evaluation tool, offered by Discovery Education Assessment (DEA), measures the effectiveness of building principals by providing a detailed assessment of a principal's perceived performance. With VAL-ED, supervisors can provide building principals with comprehensive, constructive feedback in order to be the most effective instructional leaders for their teachers and students.

Aligned to the widely used Interstate School Leaders Licensure Consortium (ISLLC) Standards, VAL-ED assesses building principals in six areas related to student learning: high standards of learning, rigorous curriculum, quality instruction, culture of learning and professional behavior, connections to external communities, and performance accountability. Six additional evaluation areas, called Key Processes, measure leadership skills.

VAL-ED utilizes a multi-rater, evidence-based approach to measure the effectiveness of school leadership behaviors known to influence teacher performance and student learning. It is a 360° assessment tool, intended to be taken by not only the principal, but by teachers and the principal's supervisor, ensuring that the very best feedback is given to principals, feedback that encompasses the entire professional school environment.

### Process for VAL-ED Implementation Planning

Implementation planning for using VAL-ED requires a collaborative planning conversation with the Discovery Education Professional Development Team. The focus of this conversation is to answer and plan for how and when to roll out the use of VAL-ED as well as appropriate messaging throughout the educational system. Our Discovery Education Professional Development Specialists will then assist your organization in a smooth transition to using VAL-ED.

During this conversation the following topics will be discussed:

- Three phases of Implementation Planning: Prepare & Organize, Implement, Analyze & Professional Growth
- Implementation timelines and schedules
- Internal project management responsibilities
- Communication with state, district, or school stakeholders

**Contact Donna Neblett at 731-707-2262 or [Donna\\_Neblett@discovery.com](mailto:Donna_Neblett@discovery.com) for more information or to begin conversation to plan a successful implementation of VAL-ED.**



VAL-ED is available through Discovery Education Assessment  
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## Three Phase Model

***“Prepare & Organize, Implement, Analyze & Grow Professionally”***

### Phase 1 – Prepare & Organize

**Timeframe:** This session is a 3 to 6-hour day with a DEA Specialist. To allow for appropriate dialogue, groups of no more than 25 are recommended for one DEA Specialist.

**Audience:** Educational system VAL-ED Committee, Internal VAL-ED Coordinator, Supervisors of Principals

The preparation phase means Discovery Education Assessment (DEA) Specialists will work with educational systems to prepare for the new evaluation process.

The preparation phase includes opportunities to:

- Understand the conceptual model for the role VAL-ED plays within an educational system as well as the need for comprehensive constructive feedback and how it will help a principal become a highly effective instructional leader
- Develop knowledge about a 360 evaluation
- Discuss who will be involved
- Learn about the training process and discuss training groups, i.e. building principals, classroom teachers
- Talk about positive outcomes, concerns, questions, and misconceptions
- Discuss and plan for the appropriate stakeholders to shepherd the process through the educational system
- Provide a detailed walkthrough of the VAL-ED instrument
- Assist in helping set up the implementation process
- Review security protocols while delivering the survey and collecting the data
- Review how to handle the technical aspects of the survey such as logins and passwords
- Make recommendations regarding the execution of the survey
- Help plan the details of the timeline for implementing the VAL-ED instrument

Discussions will include strategies for implementation of the program and monitoring usage within the district. A DEA Specialist will focus on the data being used for growth and effective leadership for school administrators. The purpose of the day is to insure the educational system has all the necessary processes, technical components, and communications in place in order to be ready to implement the VAL-ED instrument. The VAL-ED coordinator will learn how to best deliver the instrument while insuring security.



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## Phase 2 – Implementation

**Timeframe:** This session should be a 3 to 6-hour day with a DEA Specialist. To allow for appropriate dialogue, groups of no more than 25 are recommended for one DEA Specialist.

**Audience:** Principals and School Representatives

The purpose of the implementation phase is to insure all principals and school representatives are familiar with the how the system works and to answer questions or concerns. Participants may also, if requested, complete the survey while the Specialist is present.

During this phase the DEA Specialist will:

- Provide a detailed orientation of the instrument for each group
- Bring understanding to critical terminology and provide opportunity for discussion and clarification
- Engage participants in a deep understanding of the VAL-ED Framework, the standards, and behavioral expectations derived from the ISLLC Standards as it applies to their position
- Demonstrate and assist with analysis of sample reports, reporting processes, and thinking around the data found in the reports
- Review the set up process as well as discuss the execution of the survey
- Participants will complete their own survey

The number of principals/schools participating in the process will determine the number of implementation days. The DEA Specialist will provide participants with the tools and knowledge to understand what the survey is truly asking and what each source of evidence means. Strategies for proper implementation will also be discussed. The Specialist will focus on growth and effective leadership. We highly recommend that principals/teachers meet with the DEA Specialist during implementation to encourage understanding and relax concerns. Principals/teachers will review the implementation process and complete their own surveys during this phase if time permits. Once again the DEA Specialist will stress the use of this data as one tool to aid in the growth and effectiveness of school leaders.

## Phase 3 - Analyze and Professional Growth

**Timeframe:** This session is 3 to 6-hour day with a DEA Specialist.

**Audience:** Educational system VAL-ED Committee, Internal VAL-ED Coordinator, Principals' Supervisors *(original group from Phase 1 plus anyone who will be having survey data conversation with principals)*

The DEA Specialist will review with the original group from Phase 1 the educational system's aggregated reports as well as individual reports. The Specialist will facilitate and analyze survey results and focus on the proper context. Once participants have a clear understanding of how to read and understand the reports from the VAL-ED instrument, the Specialist will assist the group in making appropriate recommendations and finding resources regarding specific professional development and leadership training opportunities to support areas of growth for building principals. Time may be added to have this same discussion for the principals as needed. These recommendations may include professional development opportunities from a variety of educational, professional, or training organizations as well as lists of resources.



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