Module 7: Adopt/Adapt

<table>
<thead>
<tr>
<th>Activity Overview</th>
<th>Module Outcomes</th>
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<tr>
<td></td>
<td>✓ Adopt or edit classroom observation rubrics</td>
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<tr>
<th>Handout(s)</th>
<th>Additional Materials</th>
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<tbody>
<tr>
<td>Marzano</td>
<td>Pens</td>
</tr>
<tr>
<td>Danielson</td>
<td>Copies (printed or digital) of plans to be researched (i.e. Danielson, Marzano, etc.)</td>
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**Purpose**

Participants will make the determination to adopt an existing education evaluation system or adapt it to meet the needs of the district. Rubrics will be used in the *Pillar II: Professional Practice* section of the Educator Effectiveness framework will be used to help educators develop a consistent, shared understanding of proficient performance. Rubrics outline the professional expectations as well as inform teachers of the growth trajectory to exemplary performance.

**Presentation Slides**

- **Slide 2: Module 4 Review**
  
  Say: “As we began Module 4, we reviewed all of the expectations that needed to be addressed in our Educator Effectiveness plan. Upon review, we realized that we would like to either adopt or adapt an existing plan.”

- **Slide 3: Identify Desired Resource**
  
  Say: “Each group researched an assigned topic and identified at least 6 areas that need to be addressed. Each group will identify which identified areas of need/expectations are addressed in the available resources.”

  **Note:** Although the Marzano and Danielson plans are provided in the resource file, feel free to urge team members to research and find others, if they desire.

- **Slide 4: Adopt or Adapt**
  
  SAY: “Now that we have discussed all areas of need/expectations, it is time for us to determine if we will adopt an existing plan (i.e. Danielson, Marzano, etc.) or adapt it. If we choose to adopt it, we will use the resource as-is. If we choose to adapt the plan, we will modify the resource to fully address our identified areas of need.”
Note: Provide time for the team to discuss this decision thoroughly. It may be helpful to facilitate this discussion by identifying the pros and cons of each identified evaluation system (i.e. Danielson, Marzano, and any other preferred system) or by creating a list of preferred components from each system.

Note: If the team chooses to adopt, go to slide 5. If the team chooses to adapt, go to slide 6.

Slide 5: Adopt

SAY: “We will use our chosen plan in its entirety. The only document we must create is the Professional Showcase rubric. This rubric will allow us to honor teachers’ efforts outside of the classroom.”

Note: To create the Professional Showcase rubric, see Module 6, slide 11.

Slide 6: Adapt

SAY: “Although the selected plan addresses many of our needs, we need to modify a few expectations. As a team, we will select components to modify and determine a plan of execution to finalize all rubrics.”

Note: This session can be facilitated by using hard copies of the document or through an online collaboration platform (i.e. Google docs, Edmodo, etc.).

Slide 7: Professional Showcase Rubric

SAY: “All rubrics have been finalized. The only document we must create is the Professional Showcase rubric. This rubric will allow us to honor teachers’ efforts outside of the classroom.”

Note: To create the Professional Showcase rubric, see Module 6, slide 11.

Slide 8: Final Task

SAY: “Submit all documents to me, your session facilitator. Our next steps it to compile all rubrics into a complete plan document. Thank you for helping us make this process all it can be.”

Note: Select 3-5 team members to assist with compiling and editing the final document.
<table>
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<tr>
<th>Prepare for Next Session</th>
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<tr>
<td>☐ Retain any documents used to construct plan components (Professional Showcase rubric and/or adaptations to the evaluation plan selected).</td>
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