CEELO
Leadership Academy

Job Embedded Project

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My Plan

Job Embedded Project
Evaluate Colorado's new credentialing systems for Educators, Administrators, and Coaches

Data
8,000+ Credentials, 20,000+ Users, 100+ Coaches, Colorado Preschool Program data, KIDS Count data
Results Based Accountability

Who is my Population?
Children or Adults?

What Results do I Want?
Outcomes for Children or the Adults who work with them?

What are my Indicators?
Child data or Adult Data?

What are my Performance Measures?
How Many? How Much? So What?
My New Plan

Job Embedded Project
Credential Preliminary Validation

Data
PDIS Credentials & Denver Preschool Program CLASS Scores
Performance Measures

How Much?
- Credentials processed in a specific time frame

What Difference?
- Increased % of Users who express confidence in the review process

How Well?
- Accurate Reviews, Turn Around Time, Customer Service Provided
Digging Into Data

Credential Scoring Design
Maximum Point Distribution

- Formal Education: 50 points (50.0%)
- Experience: 20 points (20.0%)
- Professional Development: 30 points (30.0%)

PDIS Credential Data
Actual Points Distribution

- Formal Education: 9.11 points (31.9%)
- Experience: 6.79 points (23.8%)
- Professional Development: 12.65 points (44.3%)
Nobody has all the answers. That's why we work with each other.
Credential Scoring Over Time

Focus on PD
Focus on PD with Extra Points
Focus on 1 College Course/Semester & Annual Clock Hours
Focus on Degree Completion and Effective PD
My Ultimate Questions

Do I understand the broader system well enough?

Is this the role I want to be in?

Do I have the right disposition for this work?
Complicated
Complex