

# *CEELO* *Leadership* *Academy*

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Job Embedded  
Project

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Colorado Department of Education





Eric Berlow  
Simplifying complexity

# My Plan

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## **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

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Who is my Population?

Children or Adults?



What are my Indicators?

Child data or Adult Data?



What Results do I Want?

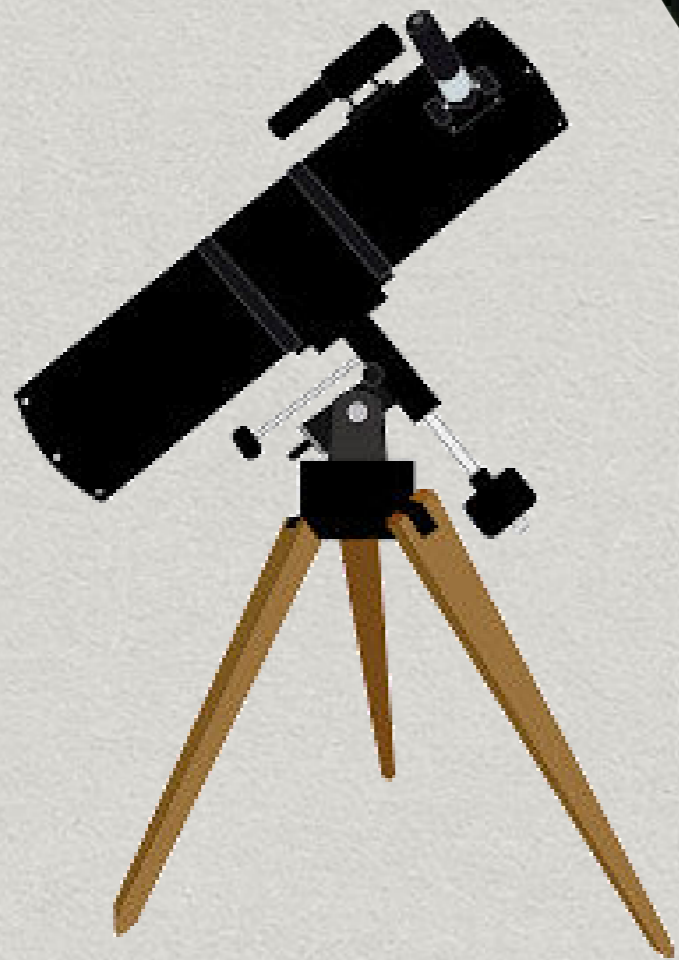
Outcomes for Children or the Adults who work with them?



What are my Performance Measures?

How Many? How Much? So What?





# My New Plan

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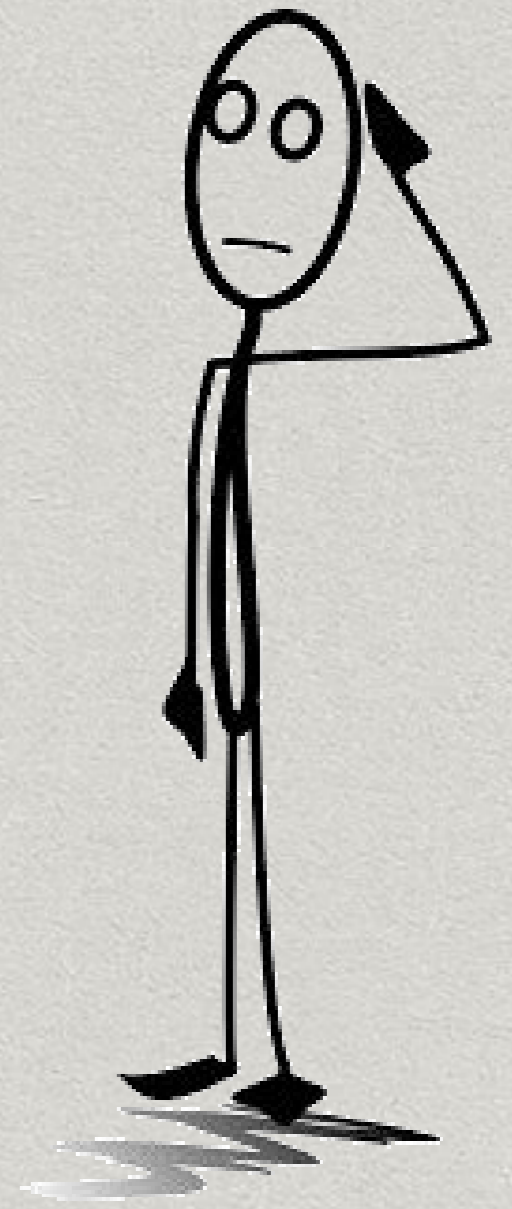
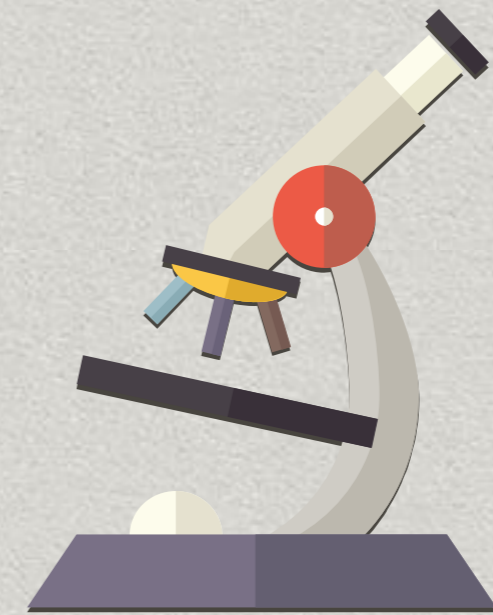
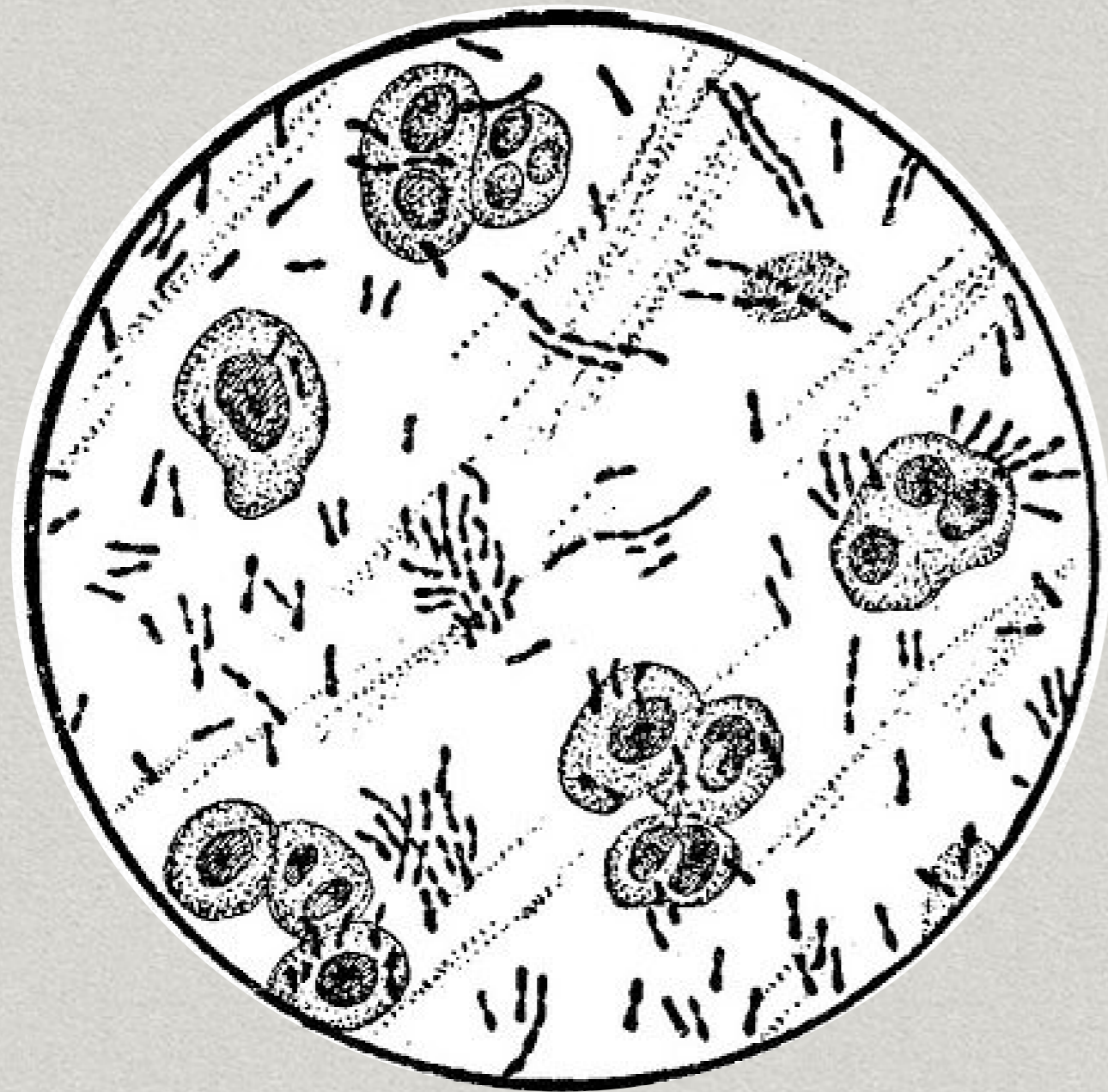
## **Job Embedded Project**

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

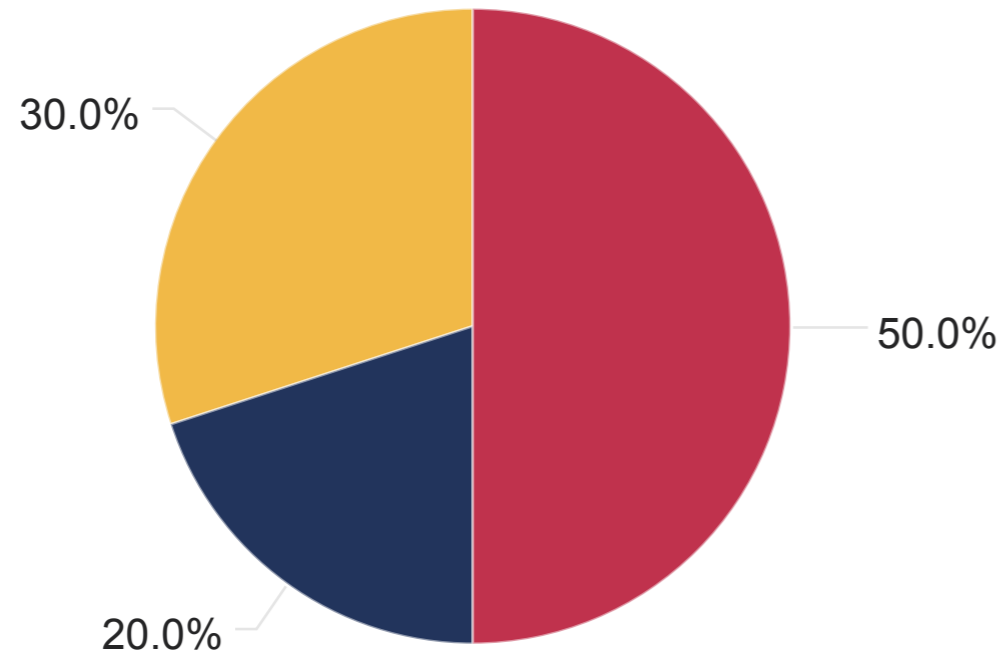
How Well?

Accurate Reviews,  
Turn Around  
Time, Customer  
Service Provided



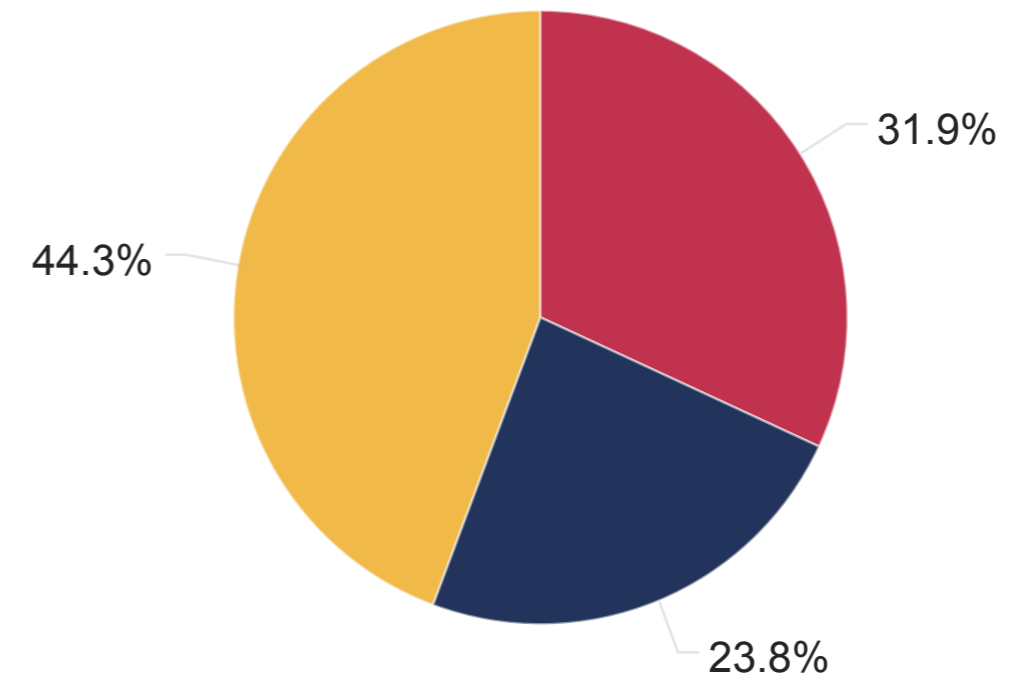
# Digging Into Data

**Credential Scoring Design**  
Maximum Point Distribution



● Formal Education	50	● Experience	20
● Professional Development	30		

**PDIS Credential Data**  
Actual Points Distribution

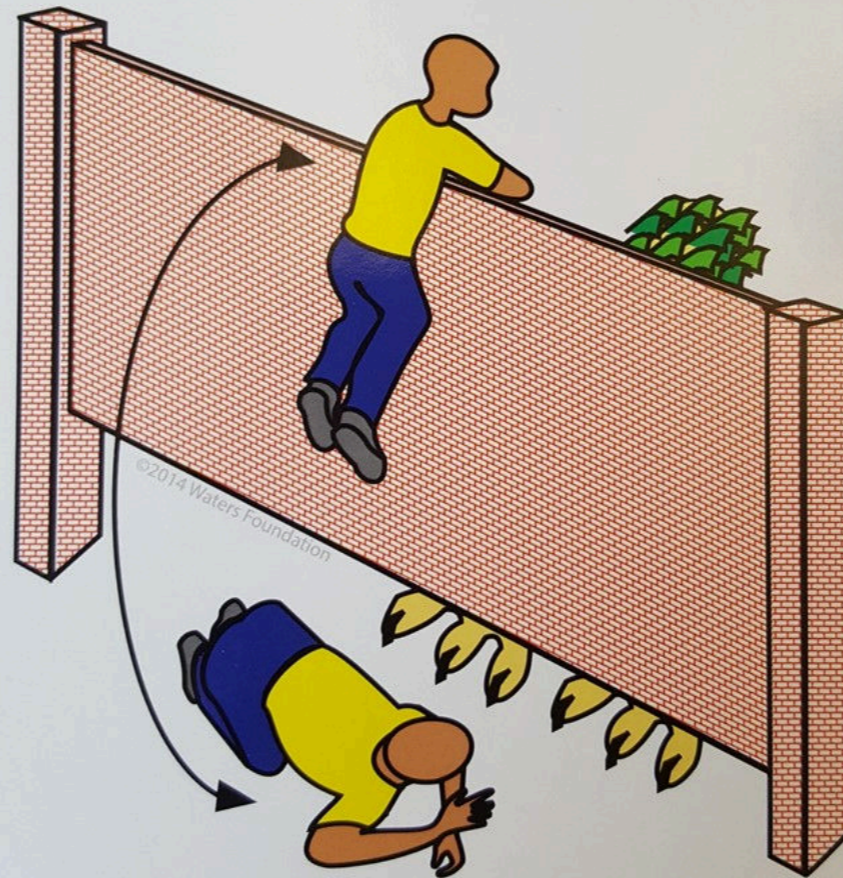


● Formal Education	9.11	● Experience	6.79
● Professional Development	12.65		

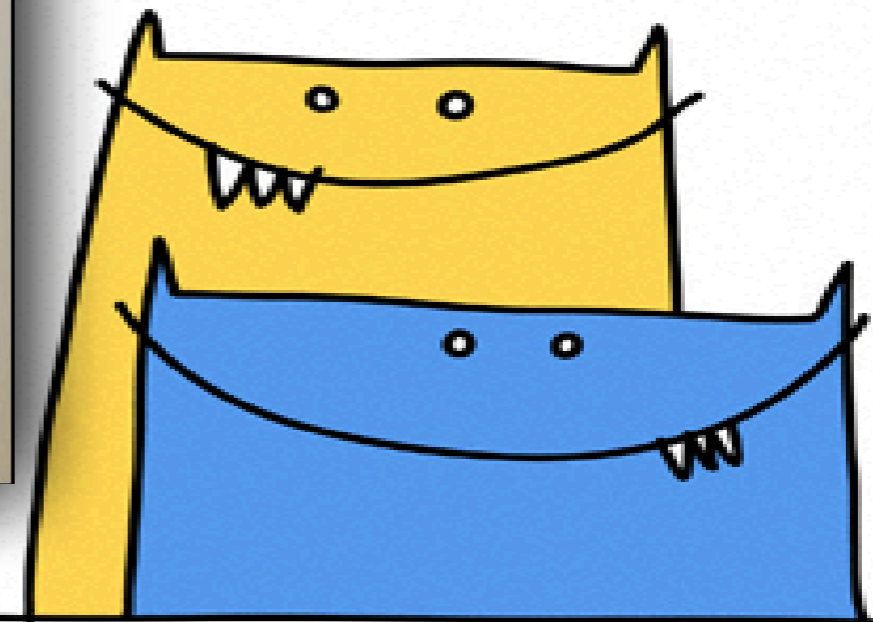
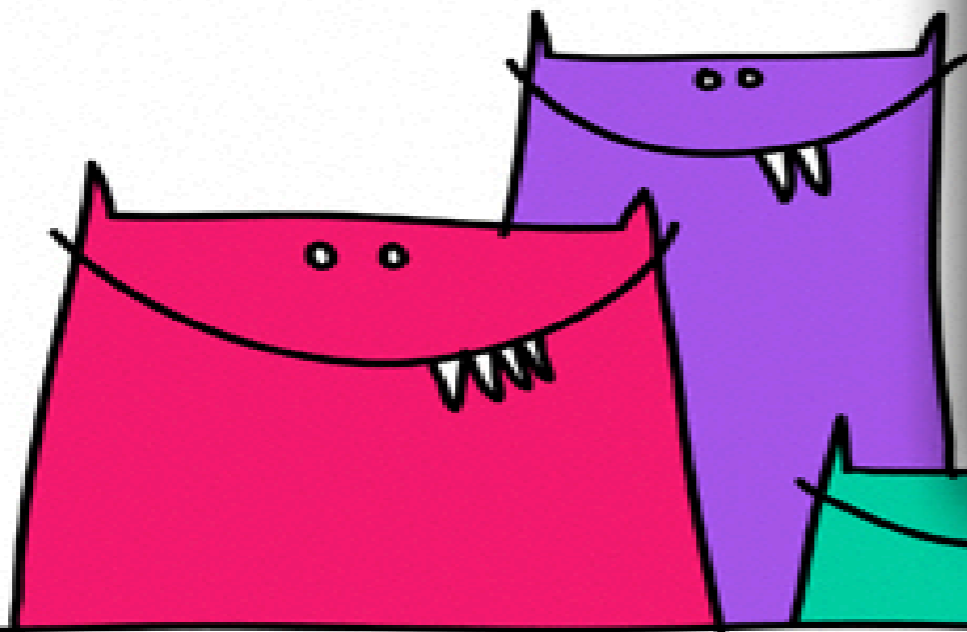
NOBODY HAS  
THAT'S WHY

Changes perspectives to  
increase understanding

ANSWERS.  
H OTHER.



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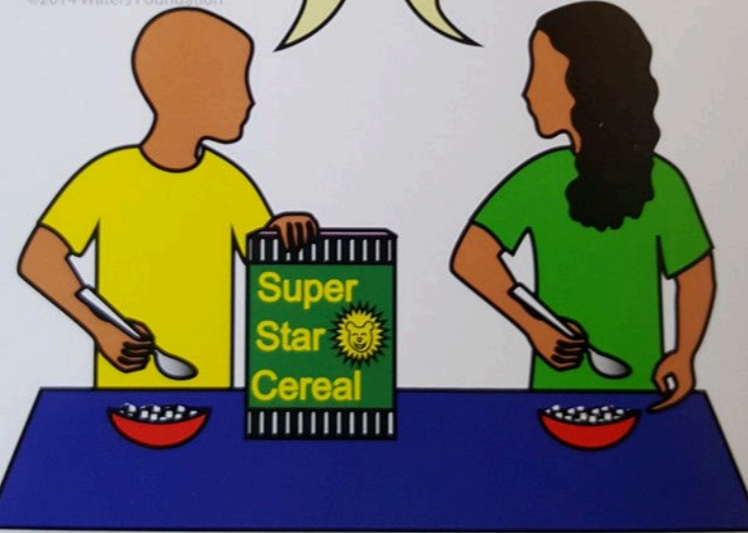


## Surfaces and tests assumptions

Sugar

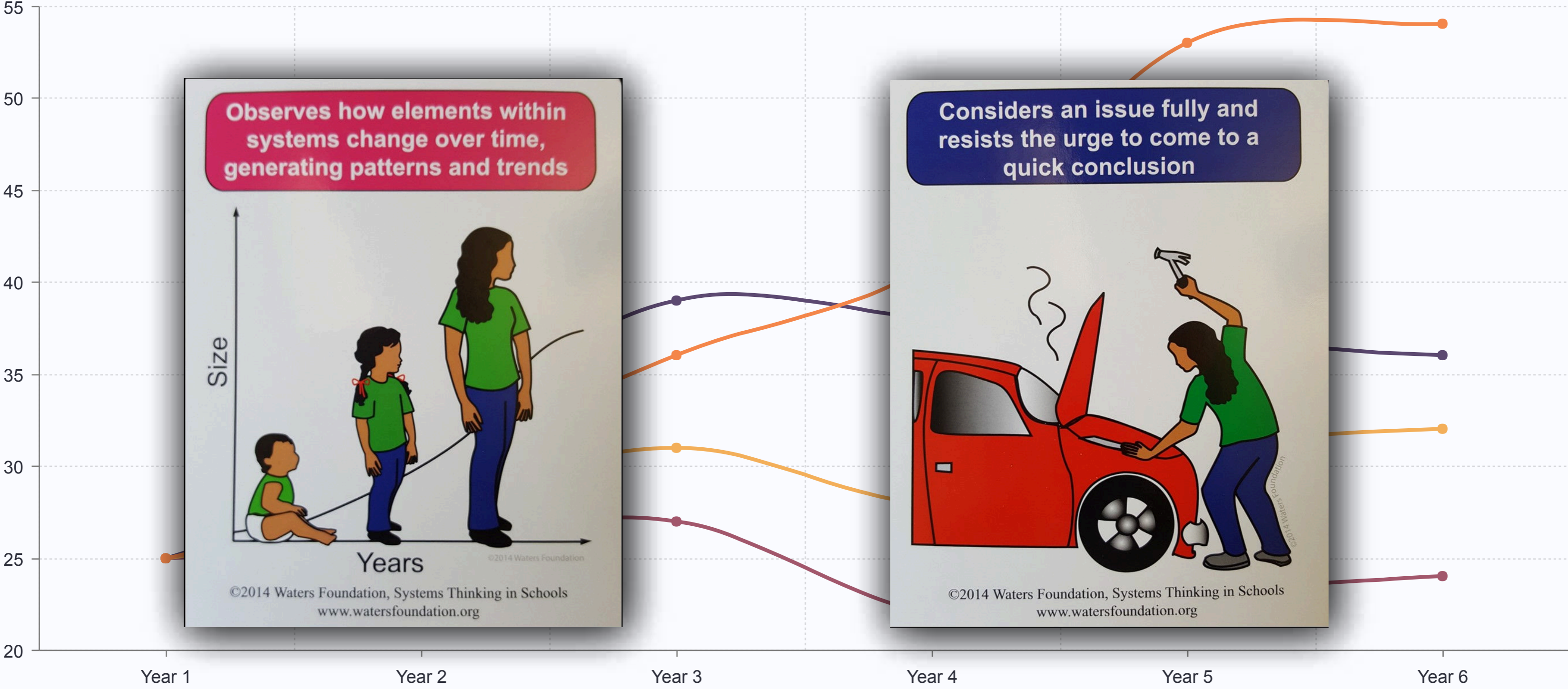


Vitamins



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# Credential Scoring Over Time



● Focus on PD

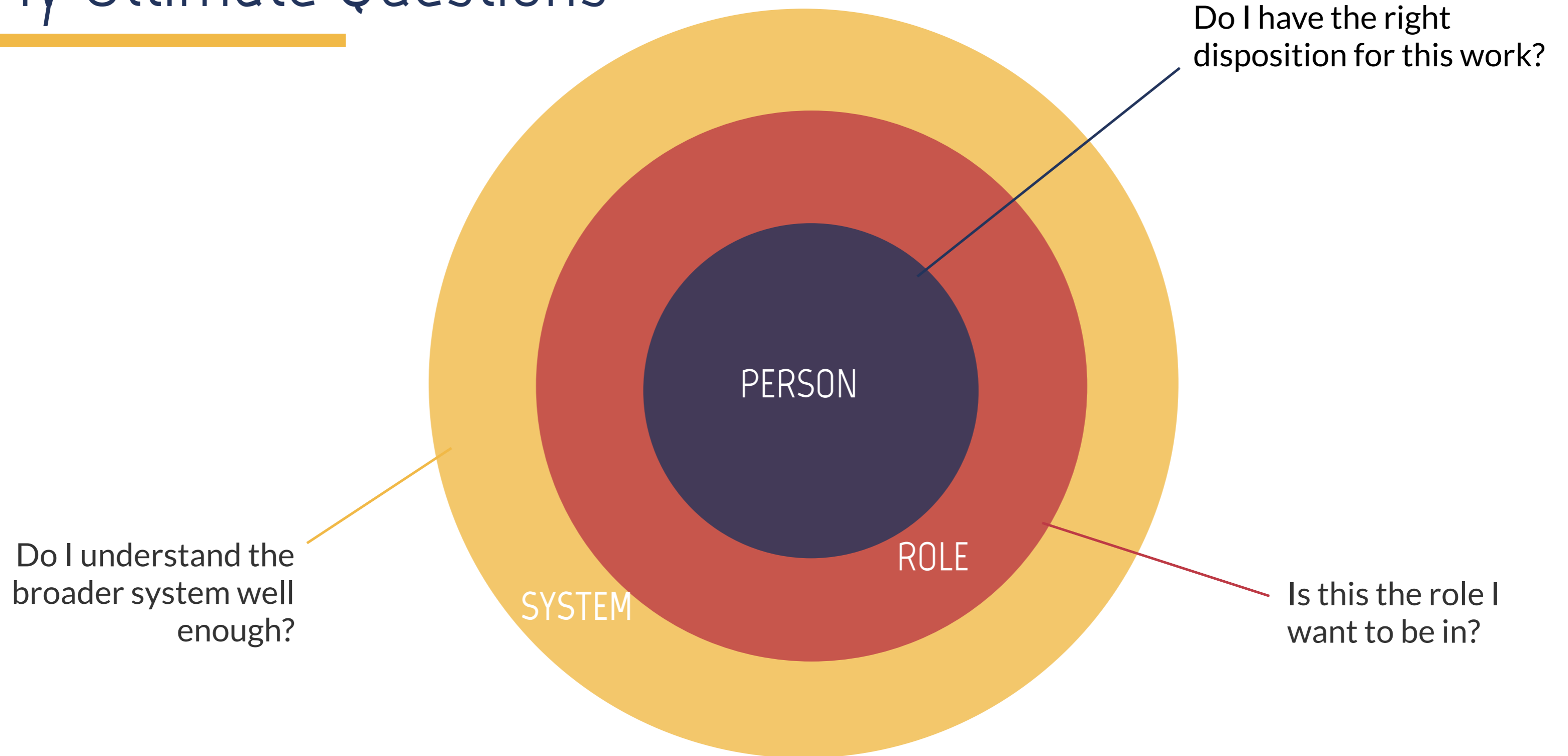
● Focus on PD with Extra Points

● Focus on 1 College Course/Semester & Annual Clock Hours

● Focus on Degree Completion and Effective PD

# My Ultimate Questions

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# Complicated

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Complex

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