

5D+™ Rubric for Instructional Growth and Teacher Evaluation, Version 3

Frequently Asked Questions

Rationale

Why was the 5D+ Teacher Evaluation Rubric revised?

The University of Washington Center for Educational Leadership (CEL) develops research-based products and processes to support the ongoing learning of educators. Like any strong instructional practitioner, CEL is constantly reflecting on its practice, learning from research and working to be more effective in its impact on student learning. As a research institution, CEL learns from district partners and revises its work based upon that learning. Version 2 of the 5D+ Teacher Evaluation Rubric is an excellent rubric based on a validated instructional framework, the 5 Dimensions of Teaching and Learning™ (5D™). Version 3 of the 5D+ Rubric reflects the ongoing learning of CEL and its district partners.

Why was the title of the rubric changed?

The purpose of the 5D+ Rubric is to grow instructional practice, so we included the phrase *instructional growth* in the title to make this primary purpose of the rubric clear.

How many more versions will there be?

There is no anticipated revision date at this time. We expect version 3 of the 5D+ Rubric to remain in place for at least five years.

What process was used to revise the 5D+ Rubric?

The Center for Educational Leadership collected feedback and suggestions from school district partners over the past four years. This feedback was aligned with instructional practice research using the 5D instructional framework. Revisions to version 2 of the 5D+ Rubric were made based on this feedback. The revised rubric was then tested with experienced principals and teachers in two school districts. Feedback from the testers was then integrated into the new version of the rubric. In addition, an educational assessment psychometrician reviewed the revised rubric to ensure that the dimensions and indicators are distinct and sound and that the performance levels are also distinct and clearly defined.

What are the key shifts in version 3 of the 5D+ Rubric?

There are several documents available on the [teacher evaluation page](#) of CEL's website* that explain the shifts. These documents show how the number of indicators was reduced and explain in detail what shifts were made between version 2 and version 3 of the 5D+ Rubric.

*Go to www.k-12leadership.org, click **Services We Provide** in the main navigation, then click **Teacher Evaluation**.

Training and Support

What new 5D+ training will be available for principals?

We do not anticipate that principals who have been fully trained on version 2 of the 5D+ Rubric will need additional training. The 5D+ evaluation process remains the same, as does the 5D instructional framework. It will take some time for users to update their thinking to align to the new tool. The document *Revisions in the 5D+ Rubric for Instructional Growth and Teacher Evaluation, Version 3* will be useful for trained principals. As with principals, we anticipate that teachers trained in version 2 of the 5D+ Rubric will not need additional training.

A recorded webinar explaining the differences between versions 2 and 3 of the 5D+ Rubric will be posted on [CEL's website](#).*

Principals may also opt to attend 5D+ training. A new revised 5D+ training series will be available beginning in July 2016. Principals who have not yet been trained in the 5D+ evaluation process will need the full training required by their state or district.

What support documents are available for transitioning from version 2 to version 3?

Three documents have been written to assist in the transition and are available on the [teacher evaluation page](#) of CEL's website.**

- Fact Sheet: 5D+™ Rubric for Instructional Growth and Teacher Evaluation, Version 3
- Revisions in the 5D+ Rubric for Instructional Growth and Teacher Evaluation, Version 3
- 5D+ Teacher Evaluation Glossary

Has the 5D+ Teacher Evaluation Glossary been revised?

The glossary is updated annually. The most recent version is available on the [teacher evaluation page](#) of CEL's website.**

What opportunities will there be to ensure rater reliability?

Research calls for annual in-depth training in rater reliability. Rater reliability training for version 3 of the 5D+ Rubric will be available beginning in August, 2016. Research also calls for school districts to ensure ongoing rater assurance on a monthly basis.

How will the update to version 3 of the rubric affect our management software?

Pivot with 5D+ will be aligned to version 3 of the 5D+ Rubric for the 2016-17 school year. Washington state's tool, eVAL, will be aligned with version 3 of the 5D+ Rubric beginning in the

* Go to www.k-12leadership.org, click **Tools & Webinars** in the main navigation, then click **Webinars**; scroll down to *Introducing the 5D+ Rubric for Instructional Growth and Teacher Evaluation, Version 3*.

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2017-18 school year. No other electronic tools have been approved for supporting the 5D+ process.

Ongoing Implications

What is the timeline for transitioning to version 3 of the 5D+ Rubric?

Each school district will need to decide when it makes sense to transition from version 2 to version 3 of the 5D+ Rubric. Districts will need to consider collective bargaining agreement implications, the impact on teachers on a plan for improvement, and other factors that may be unique to the district. CEL will support both versions of the rubric during the 2016-17 school year. Beginning in the 2017-18 school year, CEL will support only version 3 of the rubric.

Will I need more evidence with version 3 of the 5D+ Rubric?

Evidence will primarily be collected through the inquiry process. Neither teachers nor principals will need to collect additional evidence. The number of rubric indicators has been reduced from 37 to 30.

Will student growth guidelines change with version 3 of the 5D+ Rubric?

Student growth guidelines are determined at the state and district level, not by the Center for Educational Leadership. The guidelines will not need to change based on version 3 of the 5D+ Rubric.

Does the recommendation to identify 3-5 indicators for an area of focus change?

No. The 5D+ evaluation process remains the same. Districts that want to provide an emphasis on growing teaching practice will continue to actively engage in ongoing inquiry processes.

Does our district need to change our professional development?

If your district is using the 5D instructional framework and the 5D+ Rubric within all instructionally-oriented professional development, and if the district also uses the 5D+ evaluation process for growing teacher practice, the district's professional development will not need to change. If these two parameters are not already in place, your district may want to consider the implications of these practices. However, they are not dependent on a particular version of the 5D+ Rubric.

How will the new version of the 5D+ Rubric affect teachers who are on a plan for improvement?

The Center for Educational Leadership recommends that school districts be thoughtful and intentional as they transition from version 2 to version 3 of the 5D+ Rubric. The district may want to consider leaving teachers who are currently on a plan for improvement on version 2 of the 5D+ Rubric until the plan is completed.

Washington State Specifics

How does version 3 of the 5D+ Rubric align to the Washington State 8 Teacher Evaluation Criteria?

A document showing the alignment of version 3 of the 5D+ Rubric with the Washington State 8 Teacher Evaluation Criteria is available on the [teacher evaluation page](#) of CEL's website.*

Have the OSPI scoring bands for summative scoring changed?

No. The scoring bands remain the same, because the Washington State 8 Evaluation Criteria have not changed.

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