

Missouri State Personnel Development Grant Practice Profile

Foundations present in the implementation of each essential function: *Commitment to the success of all students and to improving the quality of instruction.*

State Implementation Specialist

Essential Function	Exemplary Ideal Implementation <i>(All items are in place.)</i>	Proficient	Close to Proficient <i>(Skill is emerging, but not yet to ideal proficiency. Coaching is recommended.)</i>	Unacceptable Variation <i>(Follow-up professional development and coaching is critical.)</i>	Evidence
1	Promotes communication and information exchange between regional and state levels of implementation.	1) Attends RPDC monthly meetings. 2) Uses technology as appropriate to share ideas, resources, and information. 3) Representative of CW-SIS team attends monthly SPDG management team meetings. 4) Participates in SPDG evaluation processes by sharing quantitative and qualitative data with the external evaluators. 5) Establish and maintain rapport and clear communication expectations between the SIS and RPDC staff. 6) Participates in monthly CW-SIS collaborative team meetings.	At least 4 items.	3 or fewer items.	SIS logs
2	Measures fidelity of delivering high quality professional development and coaching.	1) Articulates thorough understanding of fidelity at all levels of implementation. 2) Uses technology to measure and track fidelity through on-line reporting (as appropriate). 3) Using required tools, measures and tracks fidelity of at least 20% of the PD delivered to CW schools during the year. [HQPD checklist] 4) Using required tools, measures and tracks fidelity of at least 20% of the coaching delivered to CW schools during the year. [B1] 5) Observe and record fidelity on each participating consultant at least twice. [B1]	At least 3 items.	Fewer than 3 items.	High quality professional development observation checklist. Coaching observation checklist. ¹
3	Provides meaningful feedback to improve fidelity of delivering	1) All RPDC consultants that are observed receive timely feedback on their fidelity. [B1]	At least 2 items.	Fewer than 2 items.	Data summary & reflection tool ²

Needs to be developed.
Needs to be developed.

Missouri State Personnel Development Grant Practice Profile

Foundations present in the implementation of each essential function: *Commitment to the success of all students and to improving the quality of instruction.*

State Implementation Specialist

	high quality professional development and coaching.	2) Using required tools, feedback includes reflection of data and discussion of ways to improve approach to providing PD and coaching. 3) Attends PD focused on HQPD and/or coaching alongside with the RPDC consultants giving opportunity for continued discussions.			
4	Provides expertise regarding implementation and intervention fidelity to content development teams.	1) Modeling the principles of HQPD, provides all RPDC staff with PD on fidelity and expectations for participation in the collection of fidelity data. 2) Participate in training focused on coaching. [C1] 3) Participate in training focused on characteristics and research about high quality professional development. [B1,2,3] 4) Participates in content development team work by sharing expertise on fidelity of implementation and intervention.	Participation items only.	No modeling and participation items not met.	SIS logs

Cross-reference with OSEP/SPDG Drivers Rubric in []