


2021-2022 BrIDGES Deliberate Practice Quick Start Guide

Part 1 - Self-Assessment

1. Access iObservation at: www.effectiveeducators.com
 - Login: If you have never logged into iObservation, you will need to click on *First Time User* and follow the prompts.
2. Click on **Growth** and select **Plans** from the dropdown menu.
3. Click on **+ Create New Plan**.
4. Step 1: Take Self-Assessment - Click on **+ Classroom FTEM v2021/+ Non-Classroom FTEM v2021**.
5. Rate your current level of performance on all Elements. Select Elements where growth is needed. (If needed, the **Scale** and/or **Reflection Questions** resource links provide further information and clarification of the requirements of each Element.)
6. **Once you completed your Self-Assessment, select the  button.** (You will now see a **Done!** ✓ for Step 1.)

Submission dates and corresponding ratings for the Deliberate Practice Score
(worth 15% of your overall BrIDGES Evaluation Score):

Highly Effective (4.0)	The educator completed and finished the Self-Assessment by November 19, 2021 at 11:59 pm.
Effective (3.0)	The educator started the Self-Assessment on time and finished after November 19, 2021.
Needs Improvement (2.0)	The educator started the Self-Assessment after the due date and finished it by April 22, 2022.
Unsatisfactory (1.0)	The educator does not start or finish the Self-Assessment by April 22, 2022.

****Complete and submit the Self-Assessment by clicking the **Finish button** by Friday, November 19, 2021 at 11:59 pm.****

Part 2 – Growth Plan:

1. Step 2: Select Target Elements – Click on **Select Target Elements**.
2. Click **Configure** next to Target Element being selected.
 1. Complete the questions for the Performance Goal.
 2. Complete the Target Element Questions.
 3. Click on **Save**.
 4. Repeat this process for your second Target Element.
3. Click on **Back to Plan**. (You will now see a **Done!** ✓ for BOTH Step 1 and Step 2.)
4. Step 3: Identify Action Steps - Click on **+ Develop a Plan for Growth**.
5. Then select the first **+ Add a Step**.
 - a. Select an Action Step Idea from the dropdown or you may type in your own.
 - b. Enter date.
 - c. Select Element from dropdown.
 - d. The **Add a Resource** box is optional.
 - e. Click on **Save Action Step**.
6. Select **+ Add a Step** to complete the process for your second Element.
7. Once you have your Action Steps in order, click on **Save Action Step Order**. (You will now see the **Done!** ✓ for Step 3.)
8. Put Your Plan into Action: **Click Submit for Approval**.

For questions about **BrIDGES Classroom FTEM**, email employee.evaluations@browardschools.com.

For questions about **Deliberate Practice**, email tplgsupport@browardschools.com.