

# ICP™ Reliability Training FAQs

Are you interested in reliability training for the Inclusive Classroom Profile (ICP™)? Read these frequently asked questions to learn more about the training seminar.

## Who offers ICP reliability training?

The training is offered by Brookes Publishing Company or the Frank Porter Graham PD center. In the US, these are the only trainings that result in an author-approved reliability certification.

## What does the training consist of and how long does it last?

Reliability training is a 4½-day process.

The first day includes a group overview presentation that introduces participants to the ICP measure and prepares reliability participants for the next days of observation training. Typically, this occurs from 1:00 pm–5:00 pm on a Monday.

Days 2–5 are full days. They include morning observations of 2–3 hours followed by an interview with the teacher and documentation review. After a lunch break, the ICP trainer and those being trained meet to score the ICP (individually) and then debrief each item. This afternoon scoring and debriefing typically lasts about 3 hours.

## How is reliability determined?

Following the assessments on days 2–5, debriefing occurs. During this time, a consensus score is determined for each item. The consensus score reflects the specific details from the classroom observation that illustrate the quality rating score for the item.

When a consensus score is assigned for all items, each participant's initial scores are compared with the consensus score to determine their interrater reliability score (IRR). The IRR score is the percentage with which their original scores agree with the consensus score, with exact agreement or within one point.

To achieve a reliability certificate, participants complete all components of the training process and have an average of at least 85% across three observations or at least two individual reliability scores of 90% or higher.

## Does everyone who attends the reliability training become reliable?

Most trainees achieve reliability standards, but not all do. It is also important to recognize that it can be difficult to achieve reliability on an observation-based measure when participants have differing experiences, understanding of the measure, or even various ideas of what quality inclusive practices look like.

If a trainee does not meet reliability requirements but attends the entire reliability training process, they will receive a certificate of completion that recognizes the many hours and effort devoted to this training experience.

### **What if I am not reliable?**

Your supervisor will determine whether an ICP reliability certificate is necessary for each participant. It is important for all supervisors to be aware of how challenging reliability training can be; it should not be assumed that all participants will achieve reliability; therefore, establishing reasonable and appropriate expectations prior to a reliability training is helpful. In the past, when an organization has sent multiple participants to an ICP reliability training, with some becoming reliable and others not, the organization decided to use the certified reliable participants to further mentor and support other staff on developing within-group interrater reliability. While this will not result in an official certificate of reliability, it can establish a shared understanding of the ICP for the organization's intended use(s).

If obtaining an official reliability certificate from Brookes is essential, the organization will need to discuss additional training options with Brookes.

### **What happens if I cannot attend the full training?**

Reliability certificates and completion certificates are issued when the full training process is completed. The ICP trainers verify whether each participant attended and met the training requirements. Occasionally, there are requests for a participant to miss a day or attend a scheduled call. It is up to each training participant and their employing agency/project to determine whether a completion or reliability certificate is necessary. If so, arrangements must be made for the trainee to complete the entire training program; trainers cannot schedule additional training opportunities or alter the daily schedule to accommodate individual requests/schedules.

### **Is there anything I can do to prepare or to do better during the training process and help ensure I become reliable?**

It is required that a copy of the [measure](#) and [manual](#) are purchased for each reliability training participant—check with the training host to see if it would be possible for reliability participants to receive these materials in advance. Keep in mind that each reliability participant must have a copy of the ICP measure at the overview training and for each observation on days 2–5 (the trainer will not have extra copies). If you do not have an opportunity to look at the ICP prior to the training, it will be helpful to spend an hour or so, reviewing it on the evening following the overview training, before the first observation day. The first observation day is often called a “practice day.” It is the first chance to have a shared observation with a trainer and other participants and it is a time for many questions and much learning.

Throughout the training process, successful participants ask questions, explain what is confusing or difficult to understand, and remain objective while viewing the process as a time for learning. Participants who focus on the final score rather than the exchange of ideas and information, have a tendency to experience challenges with the reliability process. It is important to understand that developing reliability

can take a long time and every classroom is unique. A reliability score is not the same as a grade on a test for which content can be memorized or learned in advance; truly understanding the many indicators and items of the ICP in a dynamic classroom environment requires patience and an attitude of ongoing learning. Even at the end of the reliability training week, there will still be much to learn about the ICP during your future assessments.

**Am I reliable forever or do I need to go out with an ICP trainer again at some point?**

This will depend on the duration and purpose of the project for which you are using the ICP. A Brookes ICP reliability certification is valid for two years. After this, to maintain the certificate a recertification process is required with an approved ICP trainer through Brookes to insure ongoing consistent and correct use of the measure.

Please keep in mind that any system/project should plan to establish their own ongoing, internal reliability process beyond the initial reliability training. This will ensure that the group of ICP will continue to have a shared understanding of the measure and consistent use over time.

**I purchased the ICP and my organization is very excited about it. We have been using the ICP for practice observations already. Since I have used the measure does this mean I am reliable enough and could be a trainer?**

We are always happy to hear about enthusiasm for the ICP and agree it is a promising measure well-suited to inform practices around high-quality inclusion! While the measure can be purchased and used by anyone independently, it is important to recognize the value and complexities of establishing a system of interrater reliability that meets established standards for research and high-quality professional development practices. Individuals have many different perspectives, experiences, and even understanding of how various words/phrases can be operationalized in a classroom.

The ICP training team have all completed their own initial reliability training, as well as subsequent reliability checks, and additional training for trainers. They are all experienced in using the ICP, as well as, providing training on the measure to help solidify a shared understanding of the ICP’s intent, definitions, and scoring criteria.

Once a training participant has completed reliability training, their own organization may decide to have the newly reliable ICP user teach others within the same organization or help maintain reliability amongst others who attended the ICP training.

**How can I learn more about the training?**

If your training is already scheduled, contact your supervisor or the local event host with questions about the schedule, expectations, etc. If a training has not been scheduled contact Carolyn Burke at Brookes Publishing by email [cburke@brookespublishing.com](mailto:cburke@brookespublishing.com).