



TEAM Best Practices Video Library

General Educator Rubric: Instruction

Facilitator Preparation Guide

Tennessee Department of Education | Summer 2023

Improving Educators

In the recent Tennessee Educator Acceleration Model (TEAM) certification training surveys, principals have asked for support on understanding the indicators in the instruction rubric to identify evidence while observing teachers. Teachers have requested more professional learning to understand the expectations of the instructional rubric indicators. In the fall of 2022, the educator effectiveness team visited classrooms of the prior Tennessee Teacher of the Year's CORE region and state winners to capture evidence of best practices. The ready-to-implement presentations provide administrators, leaders, and teachers with the tools and resources to conduct a professional learning session based on the general educator TEAM rubric. This video library is designed to support continuous reflective improvement of instructional practices with the goal of improvement in student outcomes through a better understanding of the evaluation observation rubric indicators and descriptors.

In this professional learning package associated with this session, you will find:

- slide decks for each of the twelve indicators,
- this facilitator guide with instructions for navigating the slide decks,
- a culminating task at the end of each slide deck to provide participants an opportunity to reflect on their learning, and
- QR codes that allow learners to reflect and give feedback to the department on each session.

The indicator specific presentations are designed so they may be used independently. The professional learning may be delivered as whole faculty professional development, small group professional learning community (PLC), or individual learning.

Facilitator Preparation

There are some steps involved in the preparation for this professional learning. Prior to presenting the slide deck:

- Download the slide deck from the [TEAM website](#) under the TEAM Best Practices Video Library tab for the selected indicator.
- Ensure there is access to Wi-Fi and YouTube.
- Provide participants access to the [TEAM General Educator Instruction rubric](#) and encourage them to also have materials for note-taking.

Using the Slide Deck

Each indicator slide deck is designed in the following pattern:

Title Slide of Indicator



 **BEST FOR ALL**
#TNBestforAll

TEAM Video Library

Standards and Objectives
Summer 2023

 **TN** Department of
Education

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Facilitator Notes:

The first slide will be a title slide for the selected indicator. If you are presenting to a faculty or PLC, have participants sit in collaborative groups of 4 or fewer.

Best For All Slide

The slide is divided into four quadrants, each with a different background color and image. The top-left quadrant (dark blue) shows a teacher and students at a table with the 'BEST FOR ALL' logo and tagline. The top-right quadrant (orange) shows a classroom with the heading 'ACADEMICS' and a commitment to high-quality education. The bottom-left quadrant (teal) shows students working with the heading 'STUDENT READINESS' and a commitment to serving all students' needs. The bottom-right quadrant (yellow-green) shows a teacher at a whiteboard with the heading 'EDUCATORS' and a commitment to being the top state for the education profession. A copyright notice for the Tennessee Department of Education is in the bottom right.

BEST FOR ALL
We will set all students on a path to success.

ACADEMICS
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS
TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS
TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

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Facilitator Notes:

This slide represents the department’s Best for All strategic plan. If you are facilitating a group, say the following: “The Best for All strategic plan has three key components: academics, student readiness, and educators. All three are focused on setting all students on a path to success.

Our goal for educators is to make Tennessee the top state to become and remain a teacher and a leader. To achieve this goal, we must not only regularly review our practices to identify areas in which we have room to grow, but we must also support the growth and development of all educators in every stage of their careers.

Effective use of the multi-measure TEAM evaluation system creates a well-rounded picture of classroom practices. This system allows leaders to develop clear action plans to strengthen and support those practices.”

Standards and Objectives



Facilitator Notes:

This slide is an opportunity for participants to access the TEAM rubric and the specific indicator. Participants should have materials available to take notes.

Standards and Objectives

Standards and objectives should be the first indicator the teacher focuses on when planning a lesson or unit.

The key to being effective with the standards and objectives indicator is a clear understanding by the teacher and the students of the learning that is taking place during the lesson.

- The teacher is clear on what they want students to know and be able to do as a result of the lesson.
- The teacher clearly communicates to students the expectations for the daily objective. Student understanding of the objectives is evident in the aligned student work.

Facilitator Notes:

Each presentation will have a slide that shares an overview of the indicator. Share the information on this slide and have participants discuss their thoughts and understanding of the indicator. Many of the indicators in the TEAM rubric are connected to other indicators. These connections will be identified when they exist. Encourage your participants to look at the connected indicators for common language and concepts.

Some coaching or discussion questions for this slide could include:

- Which descriptor do you feel that you understand/implement the most?
- Which descriptor do you feel that you need more information about?
- Which descriptor do you feel that you need to improve upon?

Evaluator Expectations

In the pre-conference ask, *"To what standard is the objective aligned?"*

In order to score this indicator, the observer will need to

- Identify what the teacher wants the students to know and be able to do,
- review the student work,
- identify thinking in the student performance,
- and analyze student work for evidence of mastery of the lesson objective.

This indicator supports the effectiveness of all other indicators.

Facilitator Notes:

Each slide deck has a slide that focuses on the evaluator expectations of the indicator. This slide will include a pre-conference question, what observers should look for, and the indicator with which it aligns.

Some coaching or discussion questions to warm-up the faculty conversations could include:

- What other types of evidence might an observer look for in this indicator?
- How could this indicator align with other indicators in the instruction rubric?
- What are some post-conference questions that could be asked to clarify the implementation of this indicator during the lesson?

Descriptor 1: Learning objectives are communicated, connected to the state standard(s), and referenced throughout the lesson.

This descriptor pertains to the teacher’s ability to communicate the lesson objective, connect the objective to the overall standard, and reference the objective throughout the lesson. Learning objectives must be clearly written before they can be clearly communicated. This also provides purpose for what takes place during a lesson

There are three components of a clearly communicated objective:

1. Observable verbs/actions
2. Clear description of learning outcomes
3. Reference to objective throughout and at the end of the lesson



Facilitator Notes:

Each presentation will have slides that give an overview of each descriptor. Share the information on this slide and have participants discuss their thoughts and understanding of the descriptor.

A video with examples of the descriptor

Capture an example(s) of descriptor 1 as you watch this video clip.



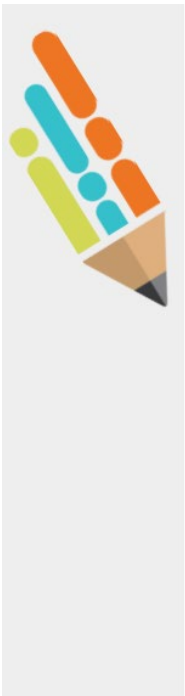
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Facilitator Notes:

When you reach a slide with a video, play the video by clicking the red play button. As participants watch the video, have them take notes about the evidence they observe of the descriptor indicated in the title of the slide. Pay close attention to the heading of the slide. In some cases, participants will be asked to capture evidence of more than one descriptor.

Note: The video link will take you out of the slide deck and to a YouTube video on a browser. You will need to exit the browser and return to the slide deck to continue the presentation.

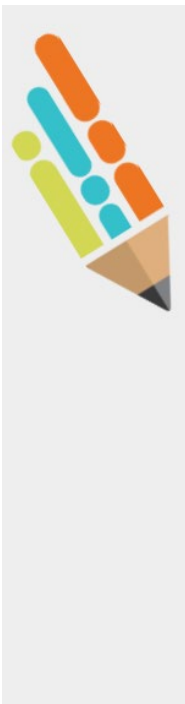
Participant Share-Out



Share out example(s) you saw of descriptor 1 in the video.



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Share out example(s) of descriptor 5 from your classroom.

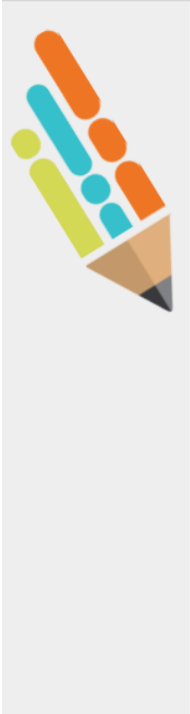


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Facilitator Notes:

After viewing the video, pause on this slide to provide participants an opportunity to discuss in their collaborative groups the examples they found in the video of the descriptor(s). Then have each small group share out to the whole group. Some descriptors have a slide for participants to discuss how they apply the strategies in their own classroom. Capture examples shared from each group on a visual. **After sharing out is completed**, then advance to the next slide.

Possible examples

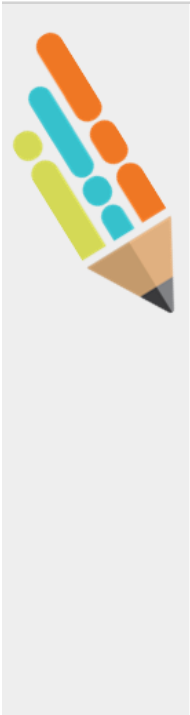


Example(s) of descriptor 1 in the video:

- The teacher explicitly stated what the class will be doing in the lesson (e.g., “We are going to...”).
- The teacher used observable verbs/actions (e.g., “apply” “analyze”).
- The teacher used echo “I will” statements to foster student understanding of the daily learning objectives.



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Example(s) of different teacher practices that can be used for students with learning difficulties.

- Children working in pairs, groups, or individually
- Differentiated work on the students’ ability level
- Working on computers or out of books
- Visuals and modeling
- Creative writing
- Physical activities
- Musical activities
- Extended time
- Preloading of content before lesson
- Student choice assignments



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Facilitator Notes:

As you move through different indicator slide decks, some slides after the videos ask participants to share examples from the video and others ask participants to share examples from their own classroom. Encourage groups to discuss how this slide compares to their own captured evidence.

Culminating Activity

Culminating Activity

Follow the QR code or the link below to access the form for the culminating activity.

https://stateoftennessee.formstack.com/forms/team_rubric_video_library

Please use the form to reflect on today's learning and provide feedback about this resource.



QR Code

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Facilitator Notes:

This slide provides participants the opportunity to reflect on their learning and provides feedback on the resources provided. This culminating task may be accessed through the QR Code or the provided link/web address on the slide. If you would like your participants' responses to the culminating task, please contact TEAM.Questions@tn.gov.

Thank You



Thank You!

Email questions to TEAM.Questions@tn.gov

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Facilitator Notes:

Thank you for engaging with the TEAM Best Practices Video Library professional learning. With questions about or support for this learning, please feel free to reach out to TEAM.Questions@tn.gov.

Acknowledgements:

Thank you to the school districts and teachers of the year who participated in the video capture of best practices in order to support the growth of educators across the state of Tennessee.

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