



BEST FOR ALL

We will set all students on a path to success.

TEAM Administrator Evaluator Training Module 2



Agenda



- **Overview of TEAM**
 - State Policy
 - **Value of Evaluation Data**
 - **Theory of Action**
- **Generating a LOE**
- **Observation Cycle**
- **Deadlines**
- TILS (the Tennessee Instructional Leadership Standards), & TEAM Administrator Observation Rubric
- Feedback
- Resources and Logistics



The Importance of Evaluation Data



The Importance of Evaluation Data

- The primary purpose of annual teacher and school administrator evaluation is to **identify and support instruction** that will lead to **high levels of student achievement**.
- Evaluations may be a factor in **employment decisions**, including, but not necessarily limited to, promotion and retention.



The Importance of Evaluation Data

- Educator preparation programs (EPPs) receive aggregate TEAM evaluation scores for their graduates.
- This data is used to make programmatic decisions.



Implementing TEAM



TEAM: Theory of Action

If TEAM is implemented:

- accurately,
- fairly,
- credibly,
- rigorously, and
- transparently

then educators will believe in and utilize it to improve educational outcomes for all.



How should TEAM be implemented?

- **Accurately** – implemented with fidelity
- **Fairly** – completed without bias or distortion
- **Credibly** – produced by sources that are knowledgeable and reliable with similar results expected in similar situations
- **Rigorously** – based on clear standards of instructional excellence (as evidenced in the TEAM rubric) that prioritize student learning
- **Transparently** – shared expectations and outcomes are clear



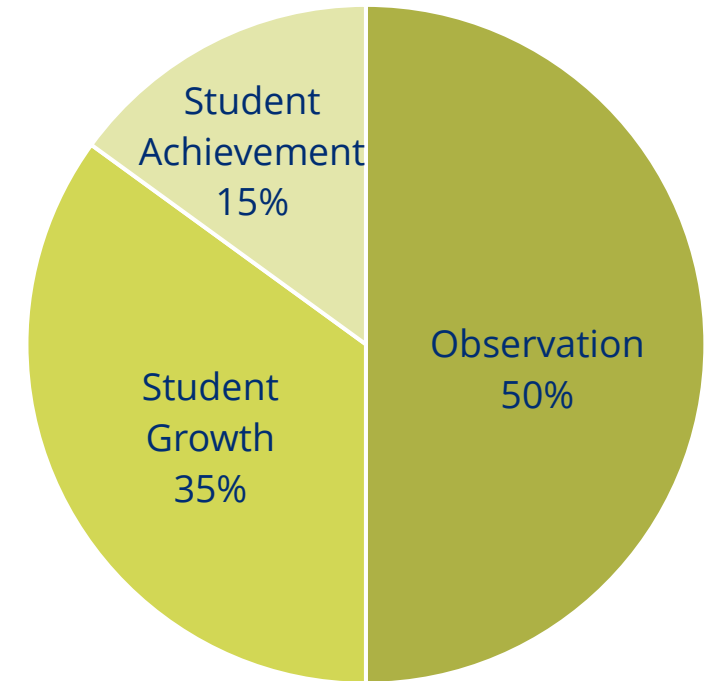
Creating Levels of Overall Effectiveness Scores



Level of Overall Effectiveness

LOEs are generated only when all of the evaluation components have been **entered** into TNCompass:

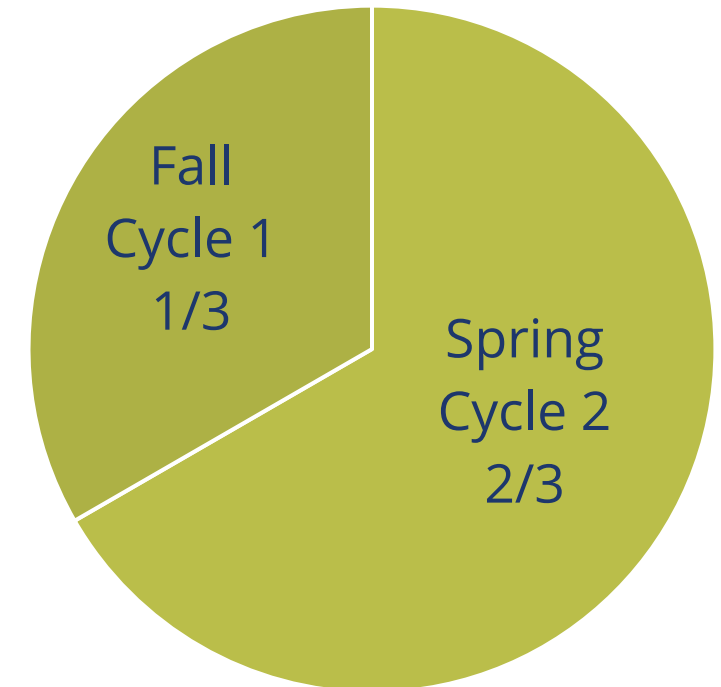
- Observation scores:
 - Average generated after conducting and entering **the required number** of observations into TNCompass
- Student growth
 - School-wide or system-wide TVAAS
- Student achievement
 - School-wide or system-wide composite



Observation Scores

Scoring is designed to allow administrators to show growth over the course of a school year.

- Cycle 1
 - Weighted at 1/3 of total observation score
 - Conducted in the fall
 - Standards A, B, and C of the rubric
- Cycle 2
 - Weighted at 2/3 of total observation score
 - Conducted in the spring
 - Standards A, B, C, and D of the rubric



Growth & Achievement

Growth

- System-wide or school-wide composite based on a single year's reporting
- Selections include TVAAS:
 - overall,
 - literacy,
 - numeracy,
 - a combined literacy and numeracy,
 - science, and
 - social studies.

Achievement

- The department approves assessments that show alignment to Tennessee's academic standards and meet all other state board requirements.
- Evaluators should meet with educators early in the school year to choose the measure most closely aligned to the educator's assignment.

Growth is the impact teachers and leaders have on their students' academic progress. Growth compares student performance to their own prior performance.

Achievement measures student performance at a single point in time and is often measured by percentage reaching proficiency.

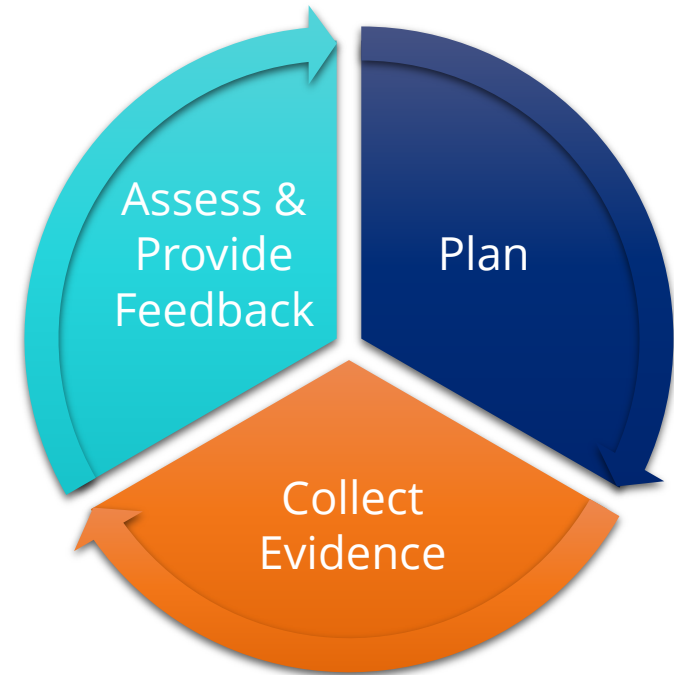
The Observation Cycle



The Observation Cycle

Consider the observation process as a cycle of:

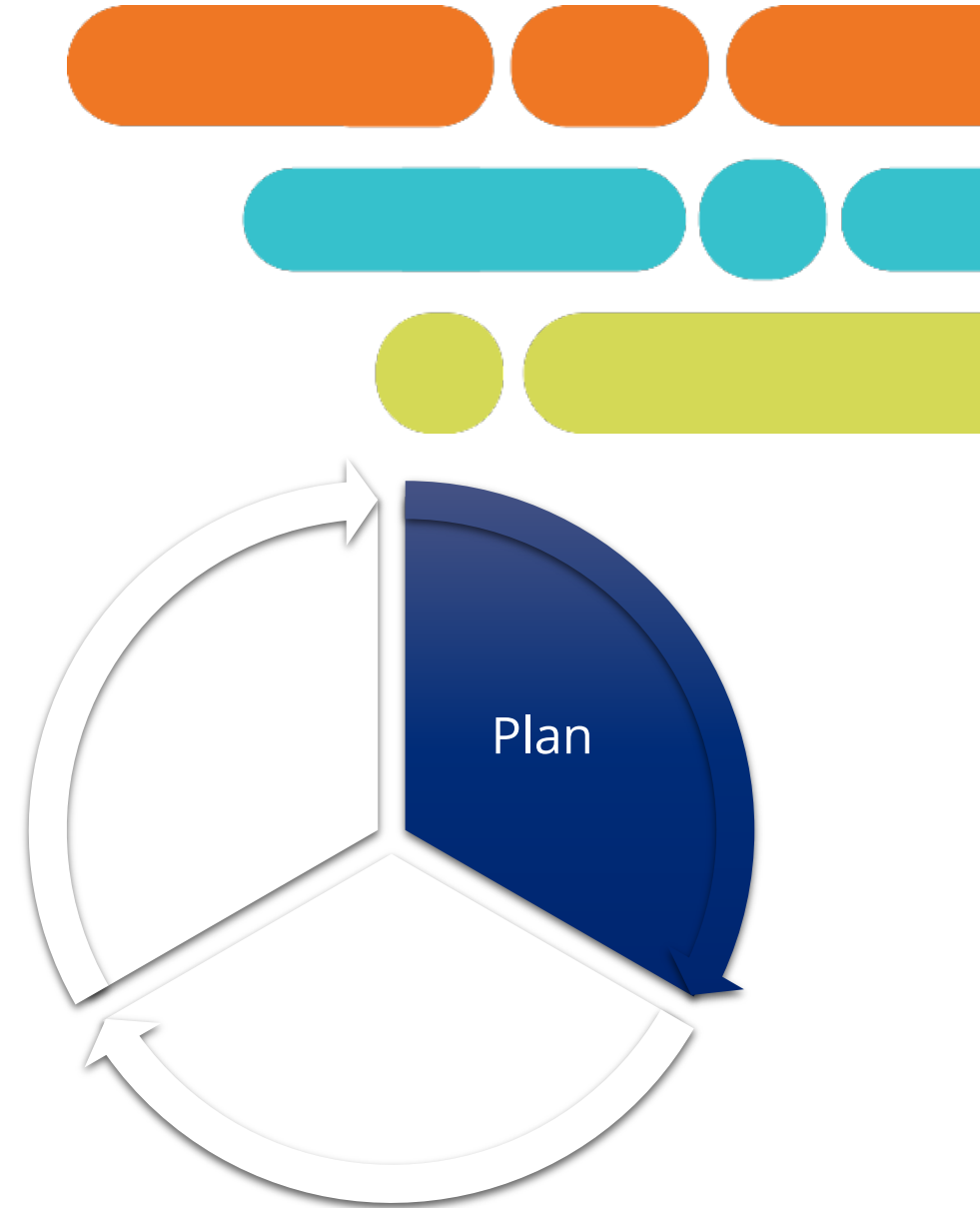
- planning,
- collecting evidence of leadership practice,
- assessing and scoring that evidence, and
- providing feedback.



Observation Cycle: Plan the Bridge Conference

Step 1: A bridge conference that consists of two parts:

- A **summative conference** that includes a review of previous observation data and student outcome data
- A **formative conference** to identify administrator's individual growth goals



Summative/Bridge Conference

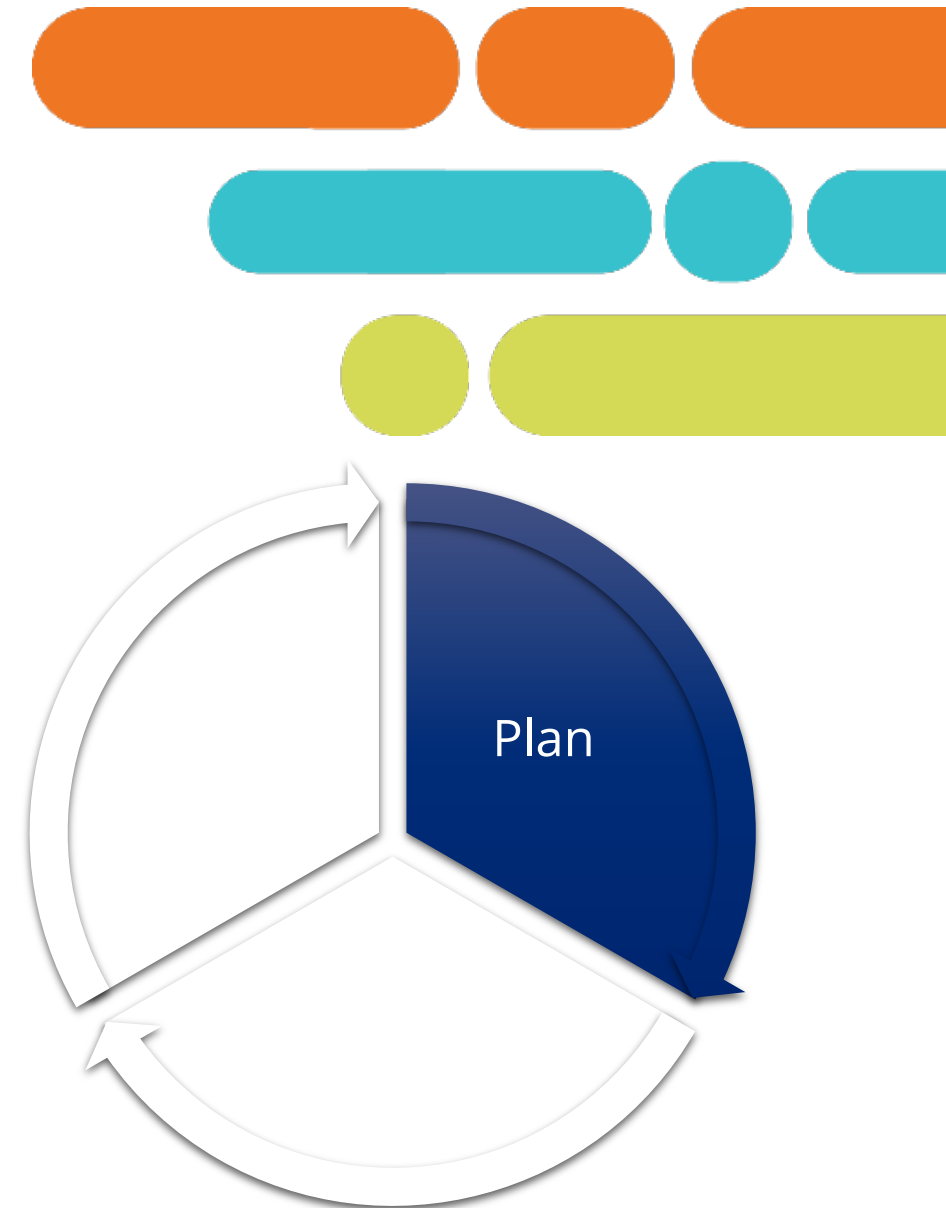
Insert video 3 here



Observation Cycle: Plan the Bridge Conference

Bridge conference tips:

- Closely **review** evaluation data from the previous school year.
- Communicate the **purpose and goals** of the conference.
- Emphasize the need for **continuous improvement**.
- Provide **specific strategies**, based on your analysis of the administrator's areas for growth.
- **Include timelines** for regular check-ins.



Observation Cycle: Plan the Bridge Conference



First-Name, -Last-Name

Evaluations | Licensure | Staff Assignments

2015-2016 / County / Administrator Evaluation [View all evaluation\(s\)](#)

on Model: 2015-2016 TEAM Model
Coach Conversation Conducted
Category: (blank)
Opt-in to Summative Observation
L.O.E.: (blank)
Partial Year Exemption (PYE)
L.O.E. Override: (blank)
Exemption Note
Scale Score: (blank)
Score Status: Pending Required Score(s)

Observation Rubric

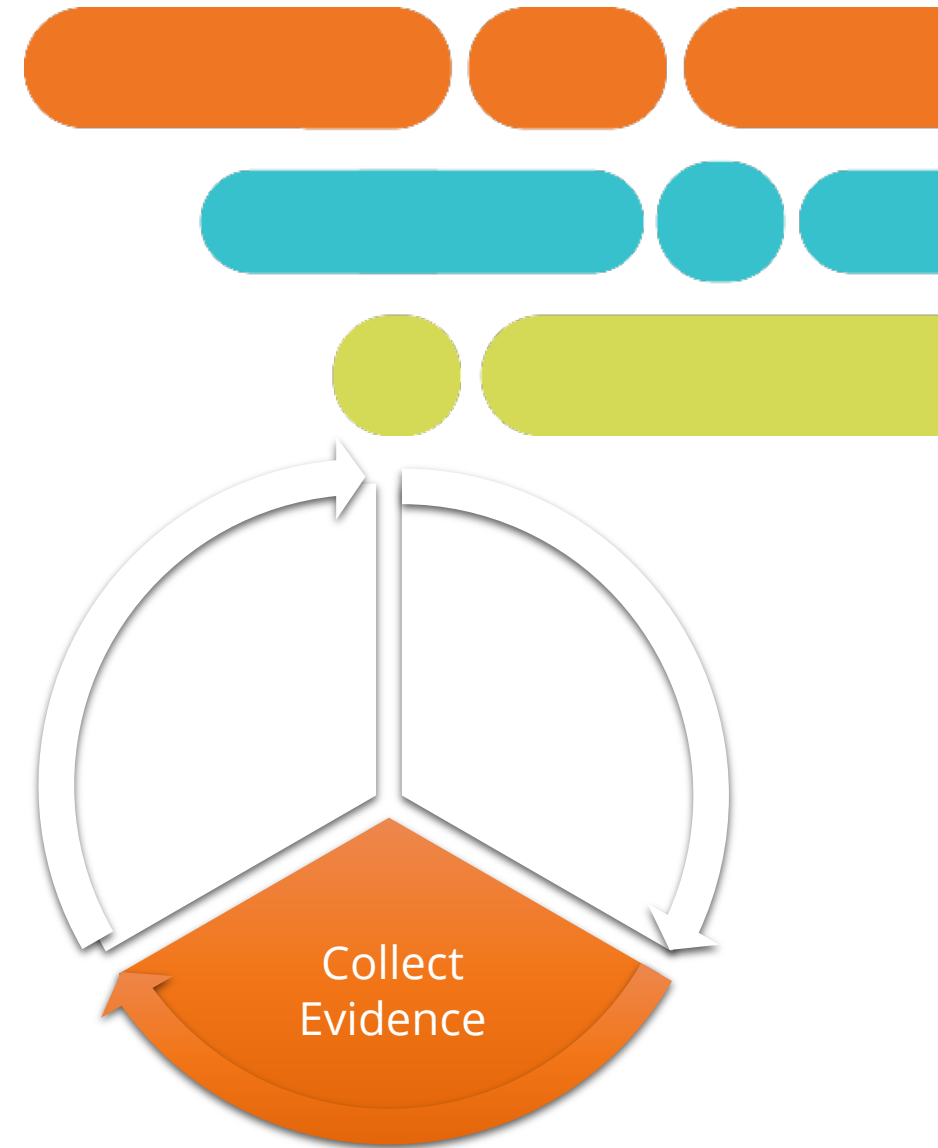
Scores: Original: 3.79, Override:

Observations	Date	Rubric	Observer	Location	Status	Walkthrough	Details
	11/20/2015 03:35 PM	TEAM Administrator Evaluation	First Name, Last Name	High	Shared	No	View

Observation Cycle: Collect Evidence

Step 2: Schedule evidence collection opportunities.

- Given the wide range of responsibilities administrators have, it is vital to **collect evidence over time and through multiple points of engagement** rather than in a single school visit.
- Be **intentional** about the purpose of site visits and evidence sought.
- **Leverage multiple sources of evidence** that include observation of practices and analysis of outcomes.



Observation Cycle: Assess & Provide Feedback

Step 3:

- Use the [TEAM administrator evaluation rubric](#) as a resource to assist in accurately rating practice and providing actionable feedback.
- Hold an observation feedback conversation (post-conference) with the administrator to share scores and actionable feedback based on formal and informal observations each semester.



Observation Feedback Conversation

Insert video 4 here:



Stakeholder Surveys

The use of survey data to inform scoring is required.

- Stakeholder surveys, especially that of teachers, are a valuable source of feedback for administrators.
- [The Teacher Perception Survey](#) is one available option, but it is not required. More information is available on the [TEAM website](#).



Key Evaluation Deadlines



Activity	Deadline
Growth and Achievement Selections	Oct. 15
Cycle 1 evidence collection complete with scores submitted	Jan. 15
Cycle 2 evidence collection complete with scores submitted	June 15
Bridge conference complete	Prior to the beginning of the school year

Thank you for completing Module 2 of the TEAM Administrator Evaluator Training.

You may pause the training here, or you can continue to
Module 3.

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