

School Services Personnel Rubric: Delivery of Services

Communication

Summer 2024

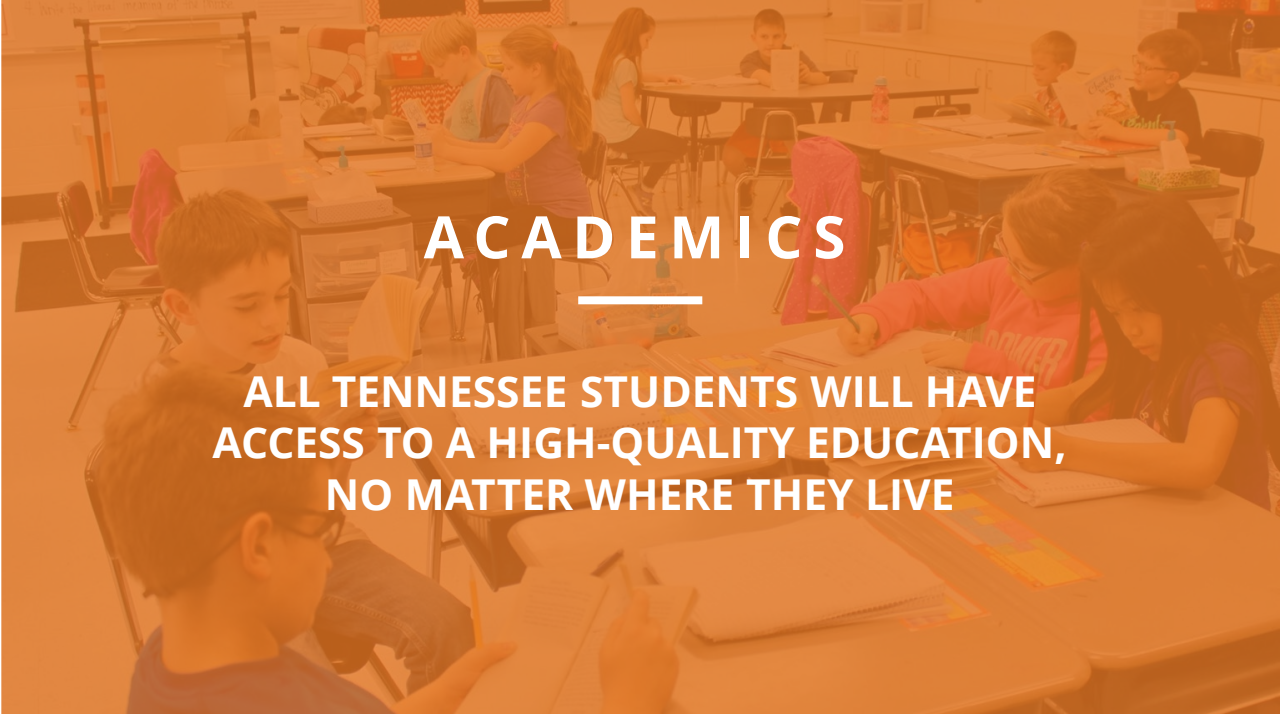
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy".





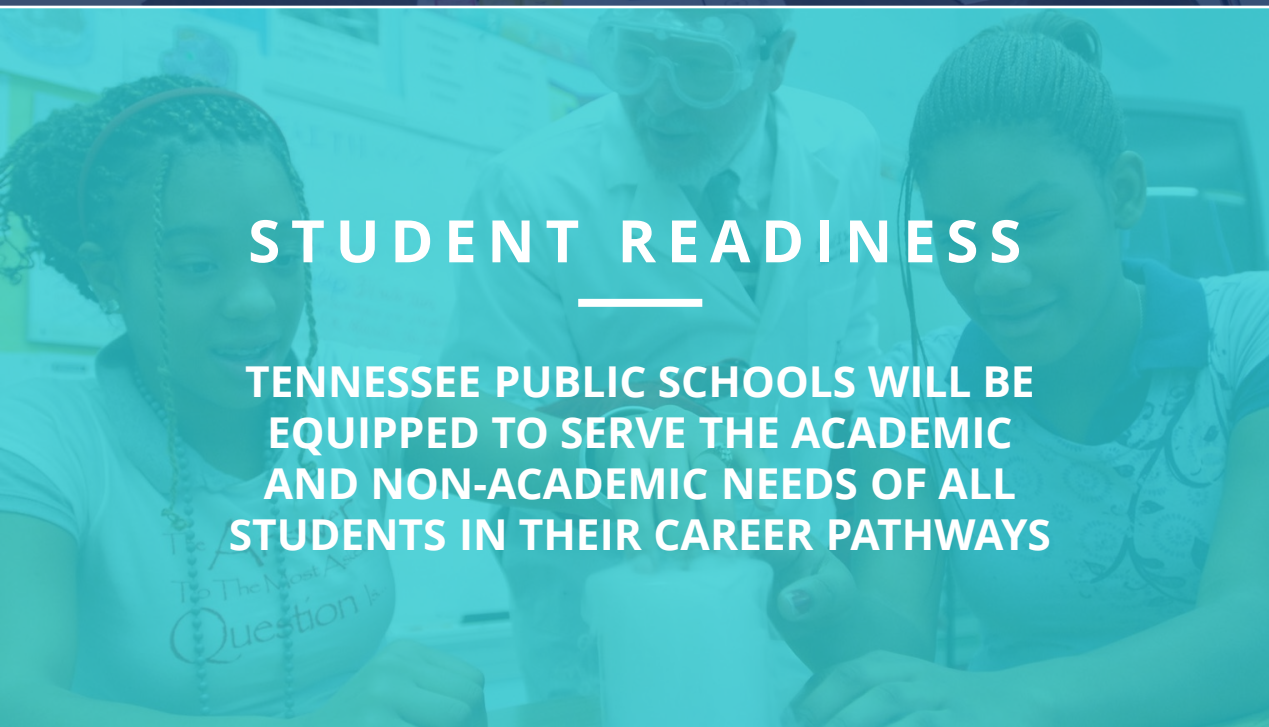
BEST FOR ALL

We will set all students on a path to success.



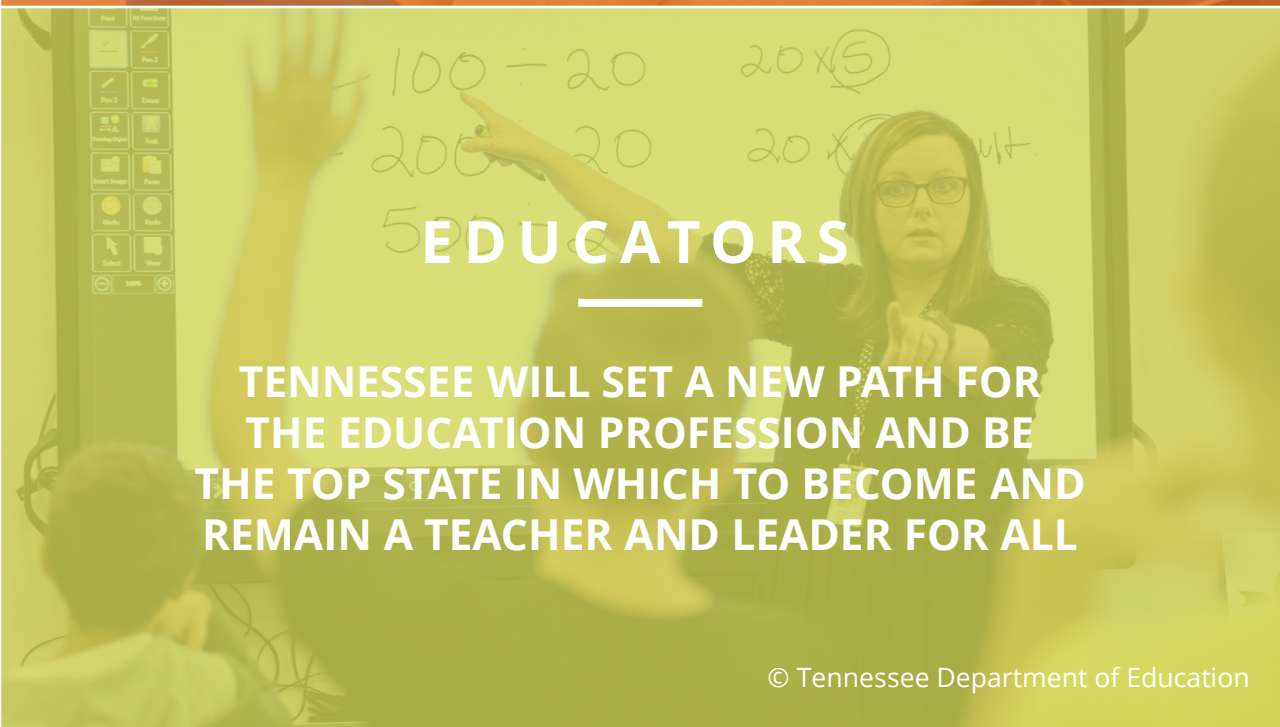
ACADEMICS

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

Communication





Communication

The key to this indicator is the educator's ability to relay pertinent information to stakeholders through a variety of methods to encourage stakeholders' self-directed reflection and learning.



Evaluator Expectations

During the conference, possible evaluator questions could be:

- *“What communication methods do you use and find most helpful with your stakeholders?”*
- *“How do you determine the questions you will ask your stakeholders to support their learning?”*

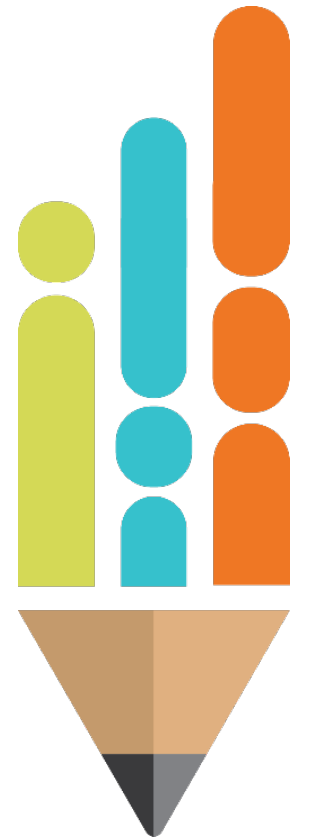
Possible Sources of Evidence could be:

- a variety of communication methods such as emails, phone call logs, written feedback, walkthrough notes, etc.,
- high quality questions to lead stakeholders to self-reflect, and/or
- planned and purposeful questions to stakeholders

This indicator aligns strongly with *Consultation, Service Structure and Pacing, and Organization of Services.*

Indicator Descriptors

- Educator communications are varied and high quality, providing for a balanced mix of communication methods including, but not limited to, written, oral, electronic, etc.
- Questions are purposeful and coherent.
- Communication methods lead to further inquiry and self-directed learning.



Evidence Capture Example

As you watch this video, note the varied ways the instructional coach communicates with teachers.

These include:

- Emails
- One-on-one coaching
- Book studies
- Specific group professional development



Video featuring instructional coach Delores Fowler under the guidance of 2023-2024 Tennessee Principal of the Year Tina Francis, Putnam County Schools

Evidence Capture Example

As you watch this video, note how the instructional coach describes her communication method with teachers, leading them to self-reflect on their teaching practices. She asks questions to challenge teachers to find their own solutions and push their thinking. This is evidence of descriptor three.



Video featuring instructional coach Sonya Bivens under the guidance of 2023-2024 Southeast Core Region Tennessee Principal of the Year Angel Hardaway, Athens City Schools

Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Communication



Video featuring instructional coach Delores Fowler under the guidance of 2023-2024 Tennessee Principal of the Year Tina Francis, Putnam County Schools

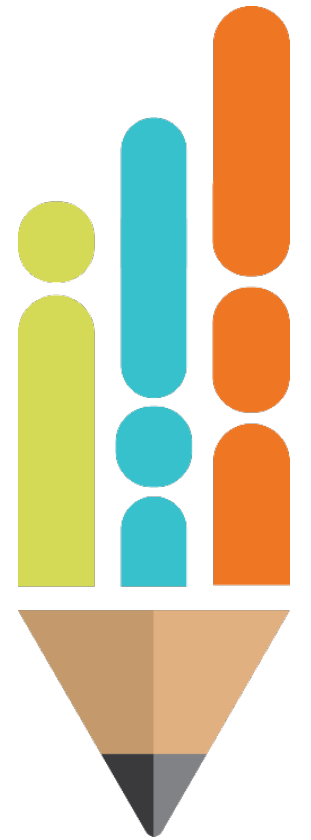


Share evidence you captured of the descriptors in the Communication indicator.



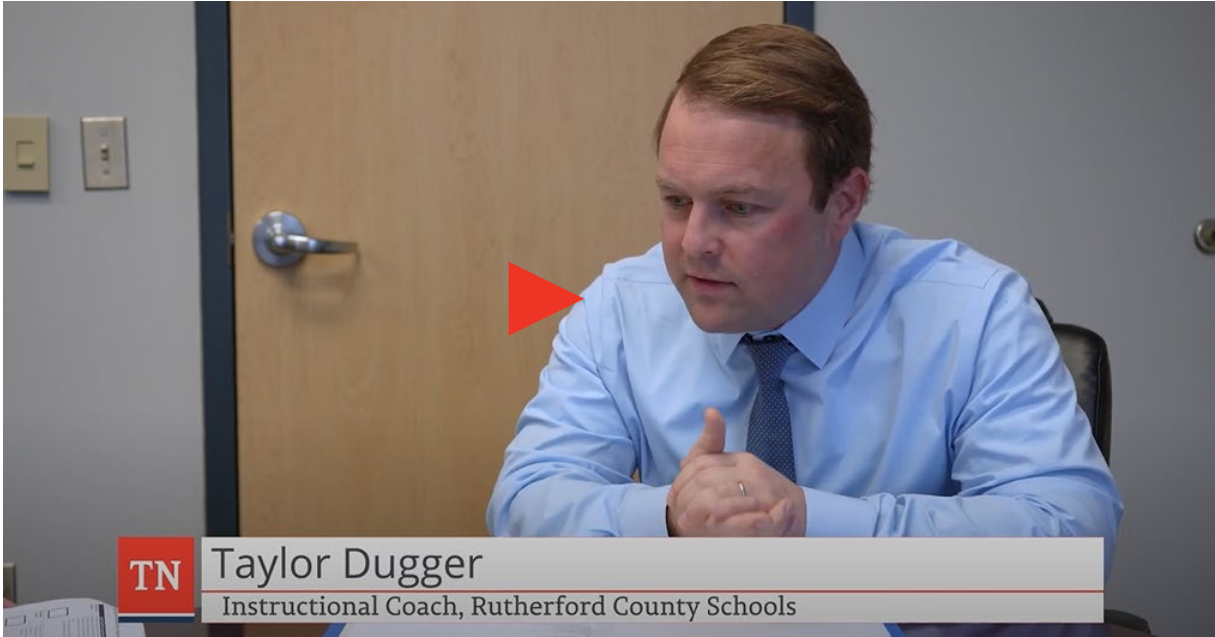
Possible Evidence

Descriptor 1: The instructional coach gave examples of her communication methods, which include email, in-person coaching sessions, co-teaching, and modeling.



Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Communication.



Video featuring instructional coach Taylor Dugger under the guidance of 2022-2023 Middle Grand Division Tennessee Principal of the Year April Sneed, Rutherford County Schools



Share evidence you captured of the descriptors in the Communication indicator.



Possible Evidence

Descriptor 1: The instructional coach gave examples of his communication methods, which include email, text, in-person coaching sessions, and notes left with feedback from walk-through visits.

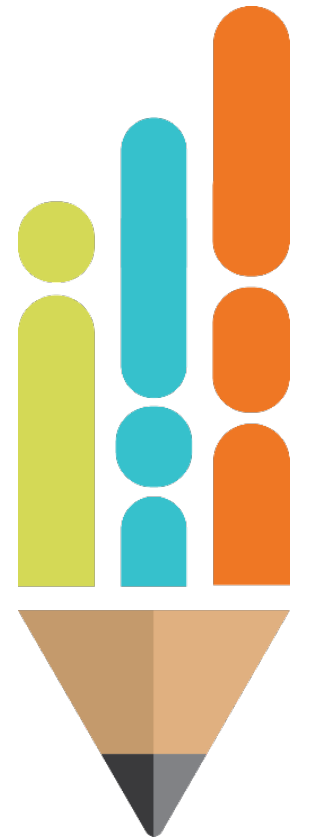


Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Communication.



Video featuring instructional coach Amy Davis under the guidance of 2022-2023 Middle Grand Division Tennessee Principal of the Year April Sneed, Rutherford County Schools



Share evidence you captured of the descriptors in the Communication indicator.



Possible Evidence

Descriptor 2: In the video, the principal’s question led the instructional coach to give examples of questions that she asked PLC leads to prepare for their PLC meetings. She discussed how the questions she asked are purposeful and consistent. The purpose of the instructional coach’s questions is clearly understood by the PLC leads before their meeting.



Culminating Activity

Follow the QR code or this [link](#) to access the form for the culminating activity.

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



QR Code



Thank You!

Email questions to TEAM.Questions@tn.gov

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