

School Services Personnel Rubric: Delivery of Services

Consultation

Summer 2024

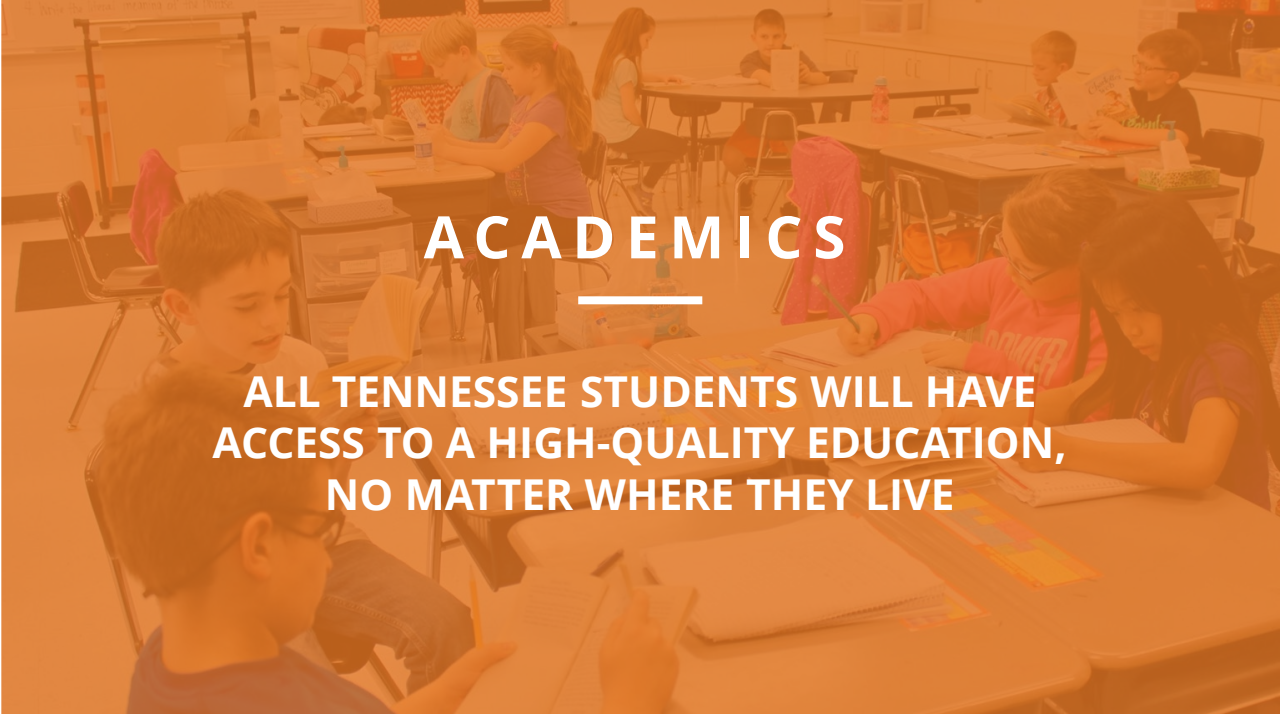
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy".





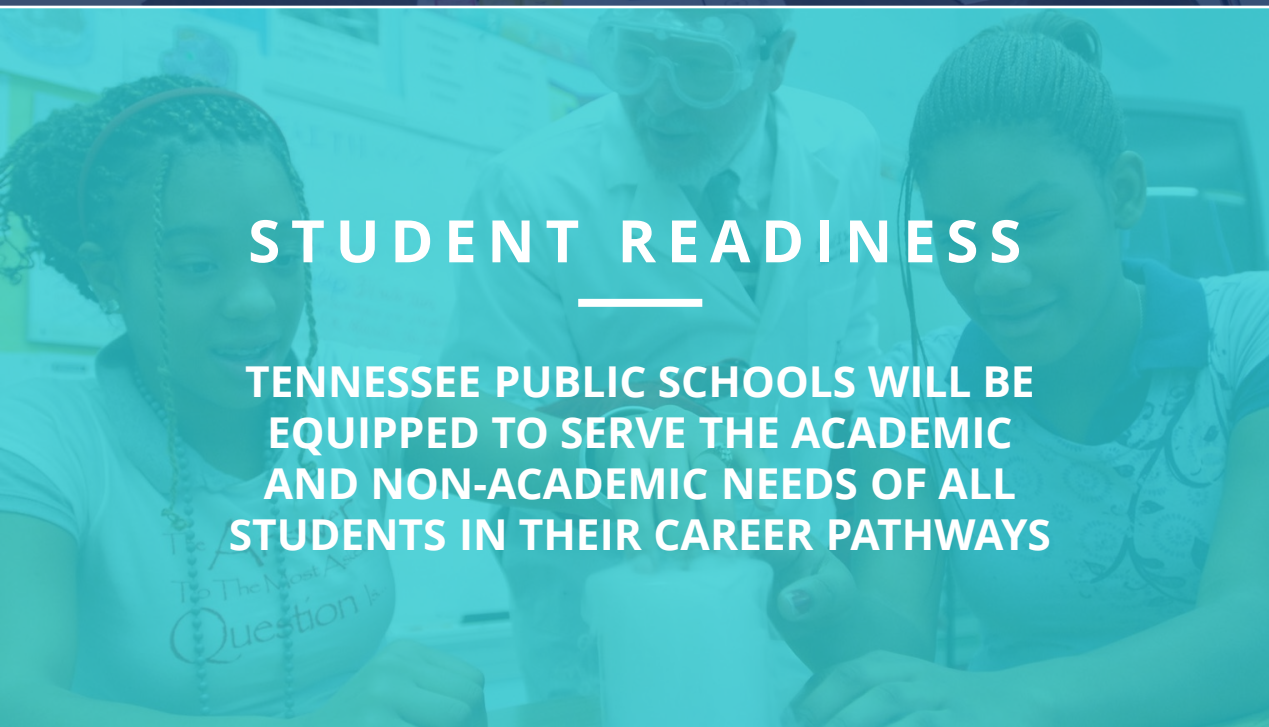
BEST FOR ALL

We will set all students on a path to success.



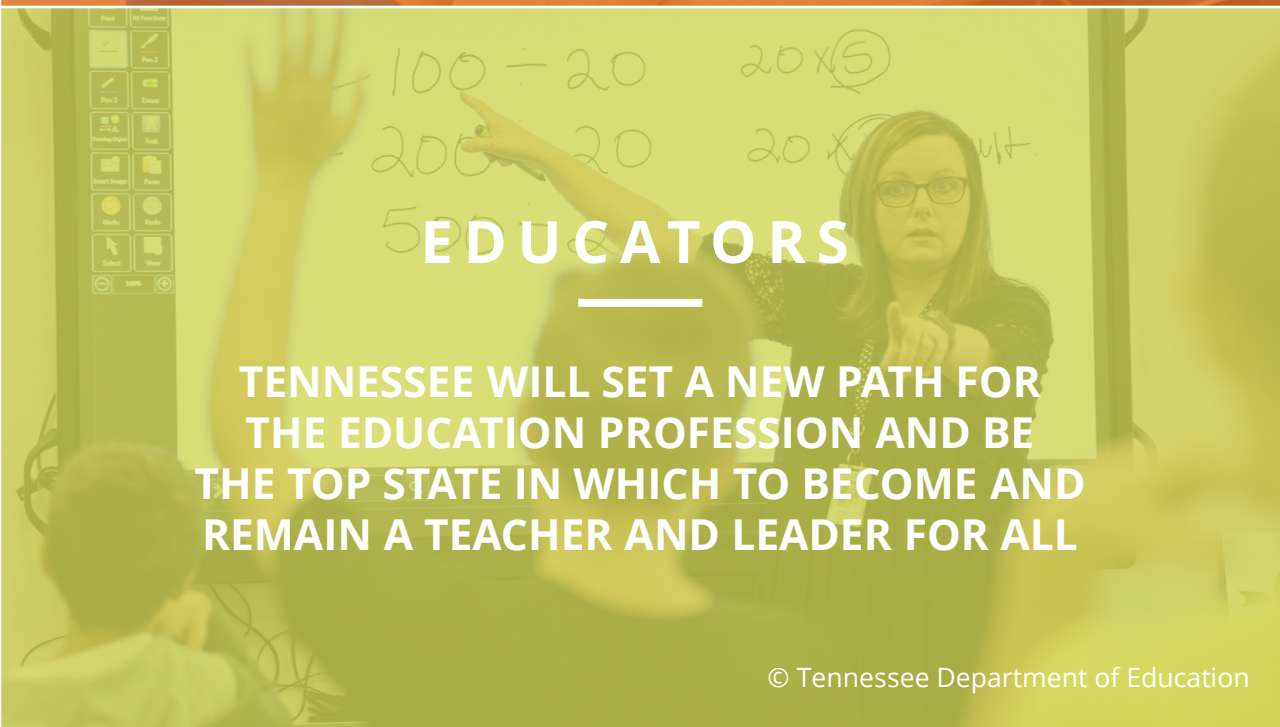
ACADEMICS

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

Consultation





Consultation

The key to this indicator is the educator's ability to provide actionable feedback to stakeholders by providing them with steps to meet individual growth or learning needs. The educator also can demonstrate how they use the feedback they receive to improve their services for stakeholders.



Evaluator Expectations

During the conference, possible evaluator questions could be:

- *“What methods do you use when giving feedback to your stakeholders?”*
- *“Where in your services might I see actions that support individual stakeholders?”*
- *“How have you adjusted your service based on feedback you have received from stakeholders?”*

Possible sources of evidence could be:

- *documentation of instructional enhancements to the service,*
- *observation of a consultation meeting with a stakeholder, and/or*
- *samples of written feedback to support individual stakeholder needs.*

- This indicator aligns strongly with *Problem Solving, Communication, and Organization of Services.*

Indicator Descriptors

- Consultation is focused, frequent, and high quality.
- Consultation is appropriate to meet student/stakeholder needs.
- Feedback is used to monitor and adjust programs and services.



Evidence Capture Example

As you watch this video, note how the instructional coach frequently consults with the PLC leads to focus on building leadership capacity. The development of PLC meeting agendas is based on the needs of the teachers each week. This is evidence of descriptors one and two.



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

Evidence Capture Example

As you watch this video, note how the dean of students gives evidence of frequent and focused consultation with teachers. He meets with teachers bi-weekly, and the meetings focus on the behavior challenges expressed in teacher feedback forms. This is evidence of descriptor one.

He consults with the behavior interventionist to develop an appropriate plan to support the teachers with strategies for students based on needs identified on teacher feedback forms. This is evidence of descriptor two.



Video featuring dean of students Stephen Baker under the guidance of 2022-2023 Tennessee Principal of the Year Kyle Loudermilk, Kingsport City Schools

Evidence Capture Example

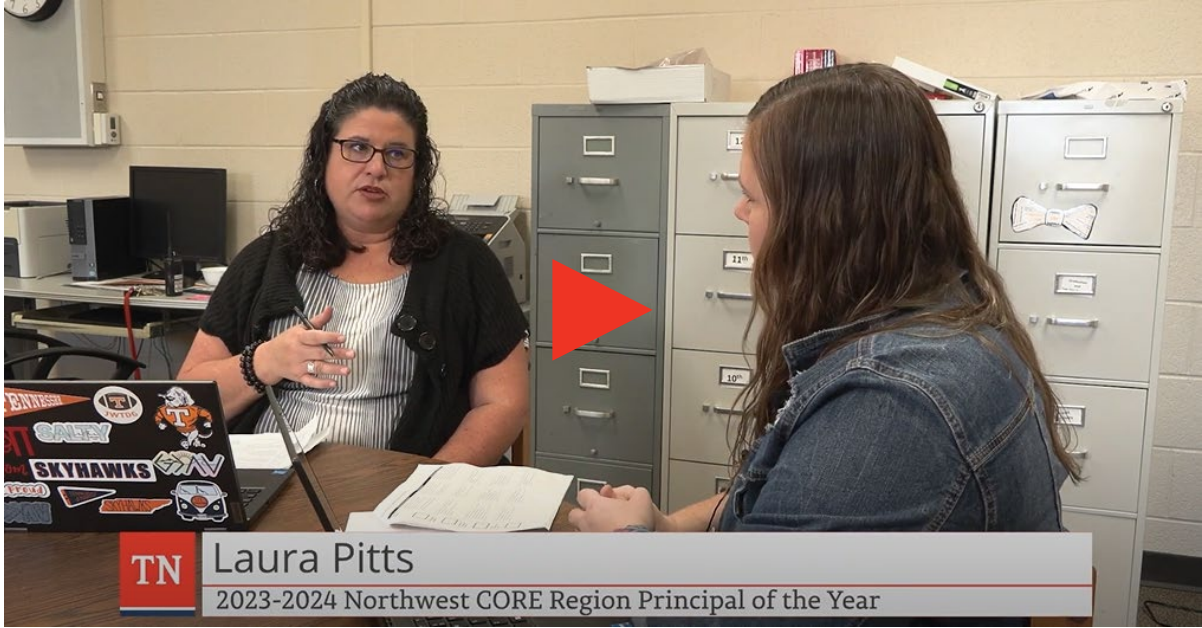
As you watch this video, note how the instructional coach holds frequent consultation meetings focusing on the PLC lead's specific need for that week such as data or planning. The instructional coach gives an example of a discussion held with a PLC lead about PLC meeting best practices. This is evidence of descriptors one and two.



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

Evidence Capture Practice

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



Video featuring school counselor Whitney Pope under the guidance of 2023-2024 Northwest Core Region Principal of the Year Laura Pitts, Obion County Schools

**Share evidence you captured
of the descriptors in the
Consultation indicator.**



Possible Evidence

Descriptor 3: The school counselor received feedback from teachers and the principal and then used that feedback to monitor and adjust her services.



Evidence Capture Practice

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



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



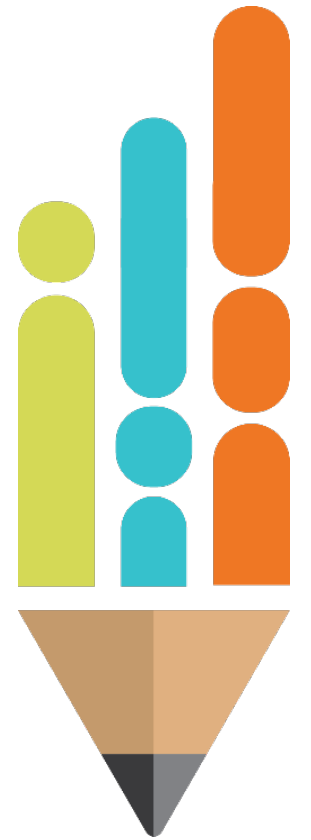
**Share evidence of the
descriptors you captured in
the Consultation indicator.**



Possible Evidence

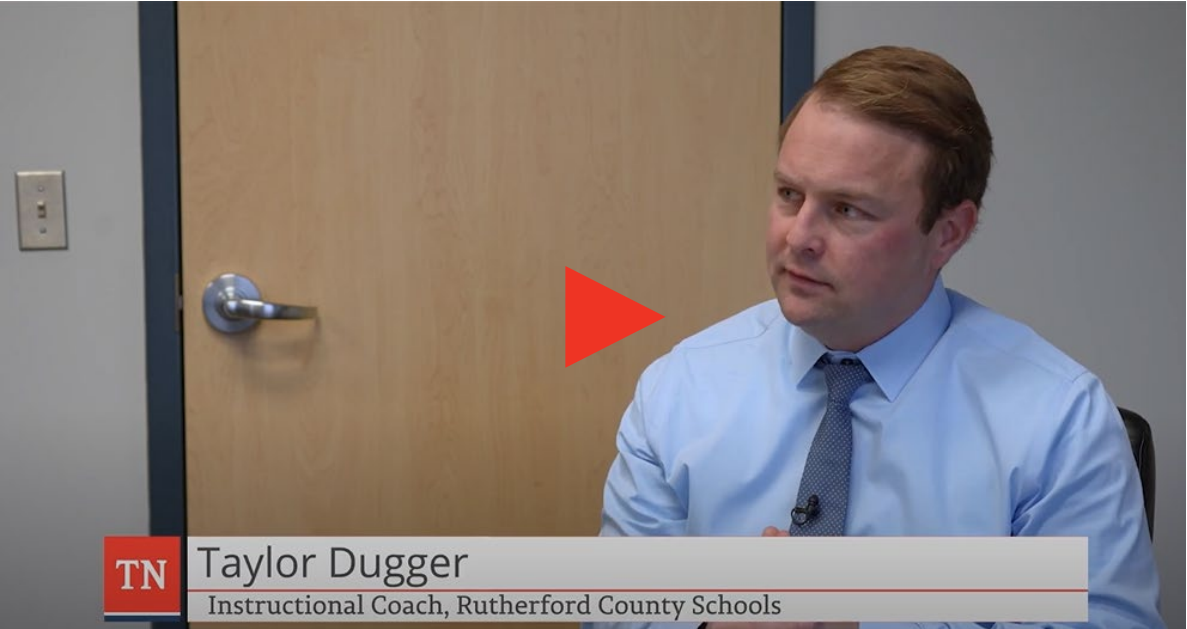
Descriptor 1: The instructional coach kept her services focused on the teachers' practices and gave them high quality feedback.

Descriptor 2: The instructional coach determined her support based on the requests of stakeholders and the areas of need observed during walk-through visits.



Evidence Capture Practice

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



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



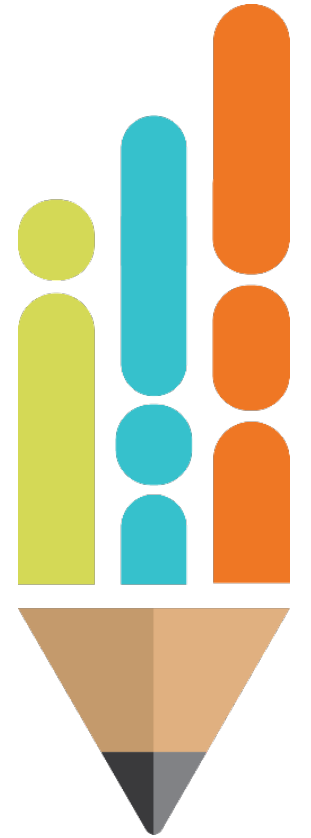
**Share evidence of the
descriptors you captured in
the Consultation indicator.**



Possible Evidence

Descriptor 1: The instructional coach discussed how he kept his meetings focused on improvement and solutions instead of just problems. He gave high quality support to teachers to focus their thinking on problem solving.

Descriptor 2: He provided appropriate support based on the needs teachers expressed during consultation meetings.



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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