

School Services Personnel Rubric: Delivery of Services

Developing Educational Plans for Students

Summer 2024

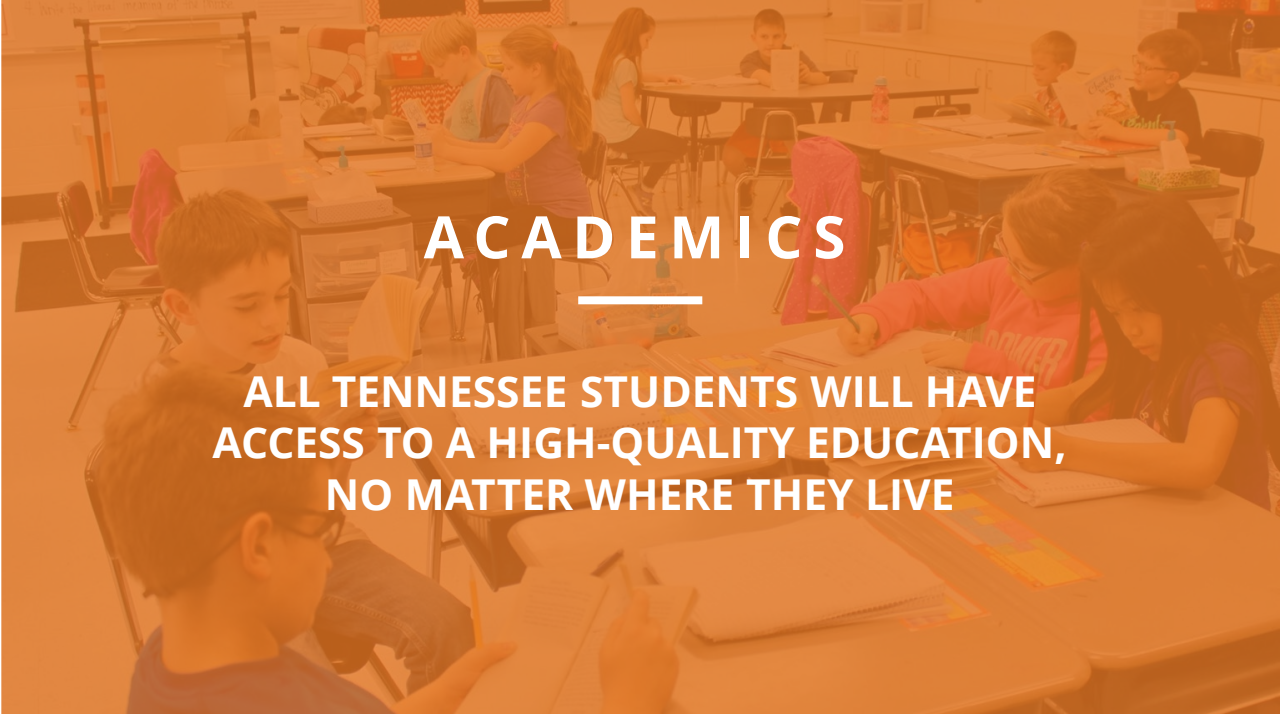
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy.





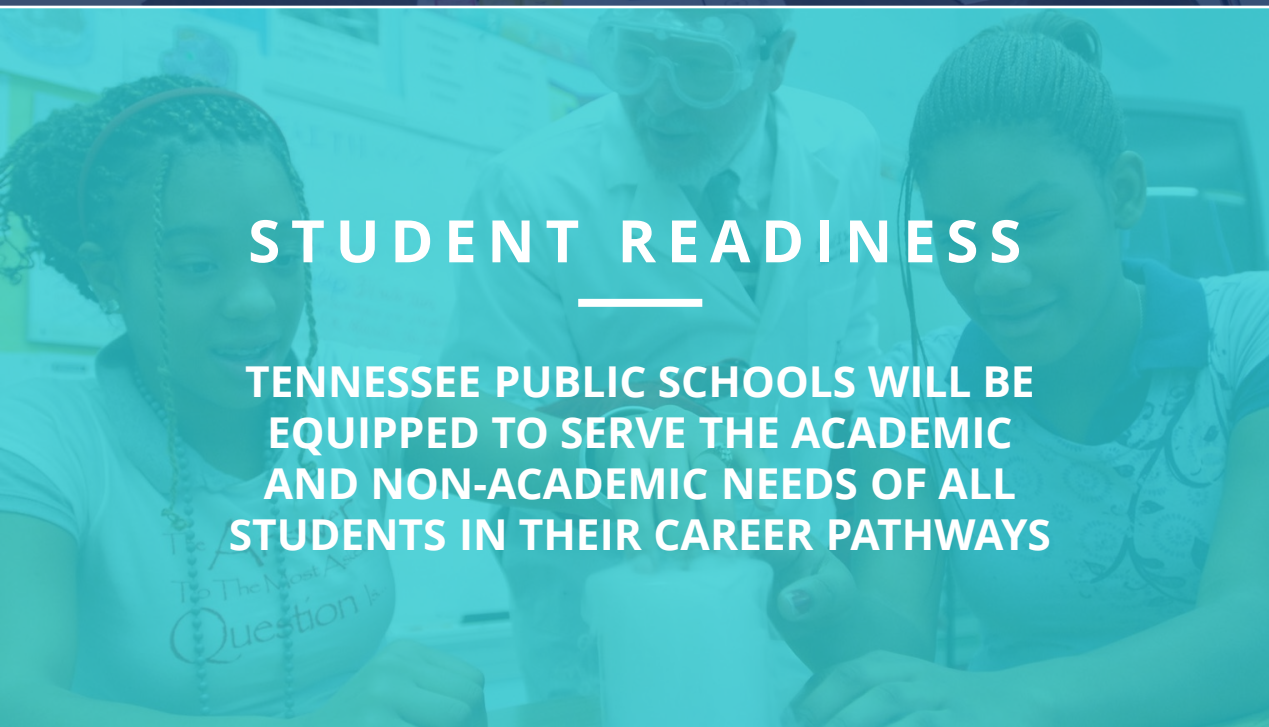
BEST FOR ALL

We will set all students on a path to success.



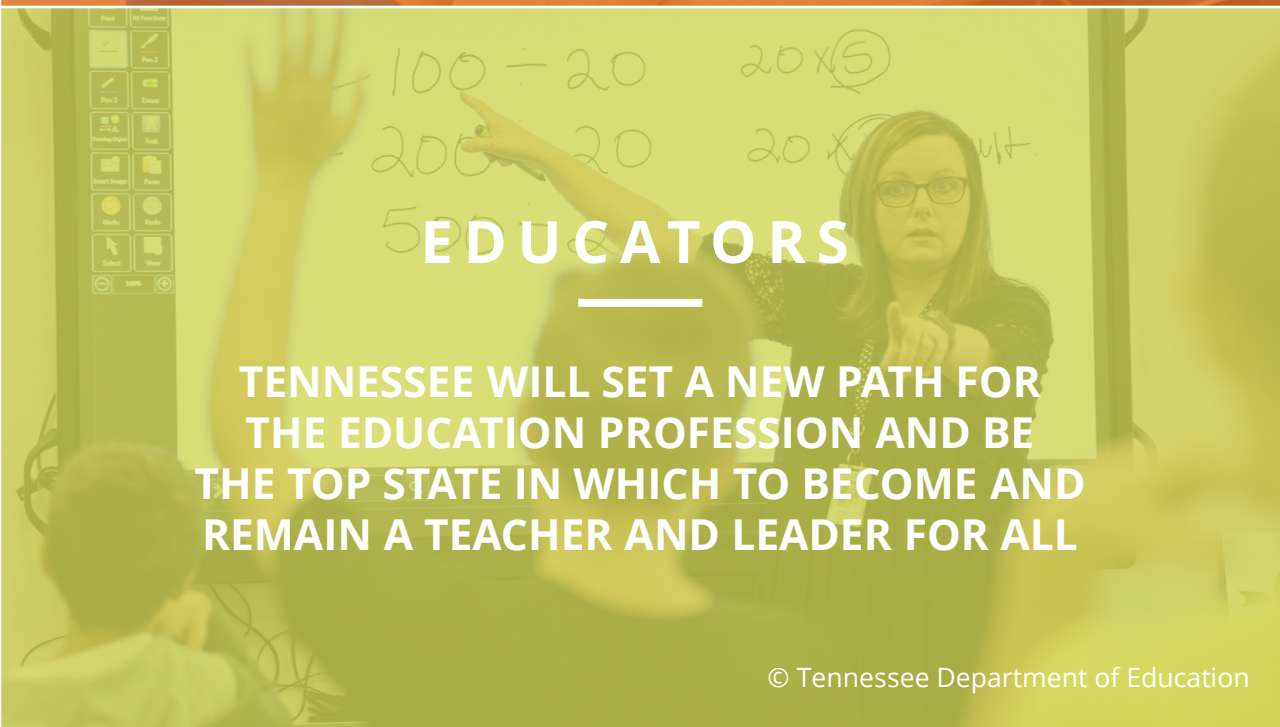
ACADEMICS

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

Developing Educational Plans for Students



Developing Educational Plans for Students

The key to this indicator is the educator's ability to purposefully plan long- and short-term goals for students through data analysis and consulting with other stakeholders.



Evaluator Expectations

During the conference possible evaluator questions could be:

- *“What data do you use to make recommendations for student plans?”*
- *“How do you use the data to develop an individualized educational plan for students?”*

Possible sources of evidence could be:

- examples of student data sets,
- notes from stakeholder meetings, and/or
- recommendations based on student data.

This indicator aligns strongly with *Activities and Materials, Knowledge of Students, and Consultation*.

Indicator Descriptors

- Educator contributes to short- and long-term plans for individual students.
- Educator analyzes data to make recommendations for students' educational plan.
- Educator consults with stakeholders to assist in development and refinement of students' educational plans.



Evidence Capture Example

As you watch this video, note how the interventionist discusses with the principal how she uses frequent benchmark assessments and conversations with classroom teachers to determine students' skill deficits. The interventionist then uses this data to create an individualized intervention plan for students. This is evidence for all three descriptors.



Video featuring interventionist Jennifer Kirby under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

Evidence Capture Example

As you watch this video, note how the school counselor keeps data on trends in communication with stakeholders. She uses this data to determine the topics of counseling lessons with students. This is evidence of descriptor two.



Video featuring school counselor Christian Collins 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 discusses her coaching cycle with a teacher who had inconsistent data. She discusses how she did a walkthrough and discovered his classroom environment was affecting student data. She discusses how she gave support to improve student behavior which improved student data. This is evidence of descriptors two and three.



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 for Developing Educational Plans for Students.



Video featuring interventionist Jennifer Kirby under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

**Share evidence you captured of
the Developing Educational Plans
for Students indicator.**



Possible Evidence

Descriptor 2: The instructional coach discussed with a classroom teacher how she analyzed student benchmark data. She also discussed getting input from the previous year's teacher to determine the needs of the students. She used this collection of information to determine if students should continue intervention or exit out.



Evidence Capture Practice

Watch the video and capture evidence for Developing Educational Plans for Students.



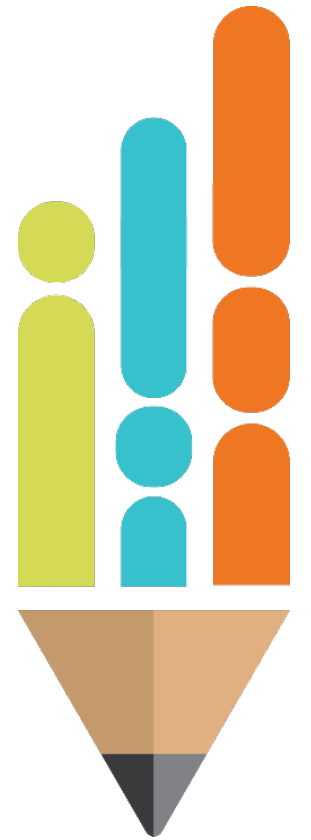
Video featuring school counselor Emily Mullins under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

**Share evidence you captured
of the Developing Educational
Plans for Students indicator.**



Possible Evidence

Descriptors 2 and 3: The school counselor compiled data from teachers to determine high risk behaviors seen in the classroom. She used this data to determine counseling plans to address student needs.

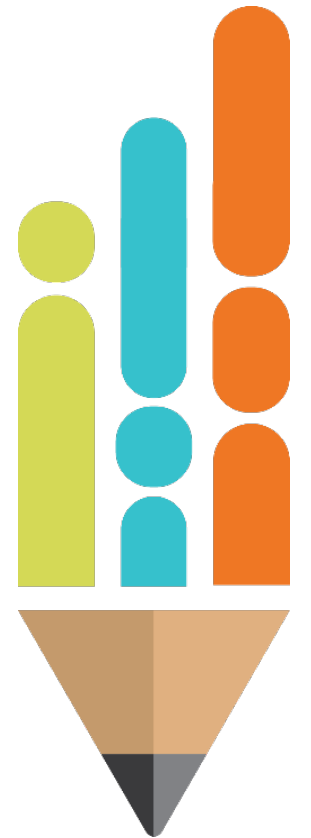


Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Developing Educational Plans for Students.



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

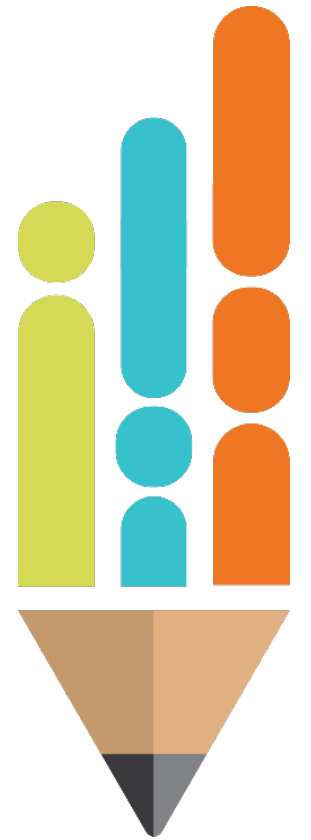


**Share evidence you captured
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Plans for Students indicator.**



Possible Evidence

Descriptor 3: The dean of students held biweekly meetings with teachers to gather data and discuss their classroom environment struggles. He then developed strategies for these teachers to implement in their classroom to improve behavioral issues.



Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Developing Educational Plans for Students.



Video featuring school counselor Emily Mullins under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

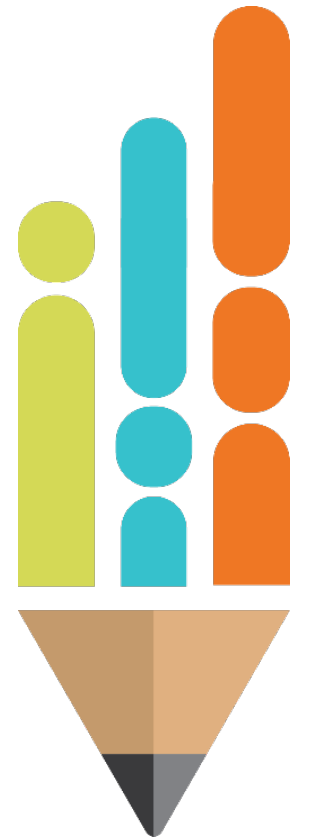
**Share evidence you captured
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Possible Evidence

Descriptor 1: The school counselor used formal and informal assessments of students' behavior to determine the long- and short-term counseling goals for each student.

Descriptor 2: The school counselor collected data from teachers about student behavior and used the data to determine the type of intervention needed to address the students' emotional and behavioral needs.



Culminating Activity

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

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

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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