

# School Services Personnel Rubric: Delivery of Services

## Knowledge of Students

Summer 2024

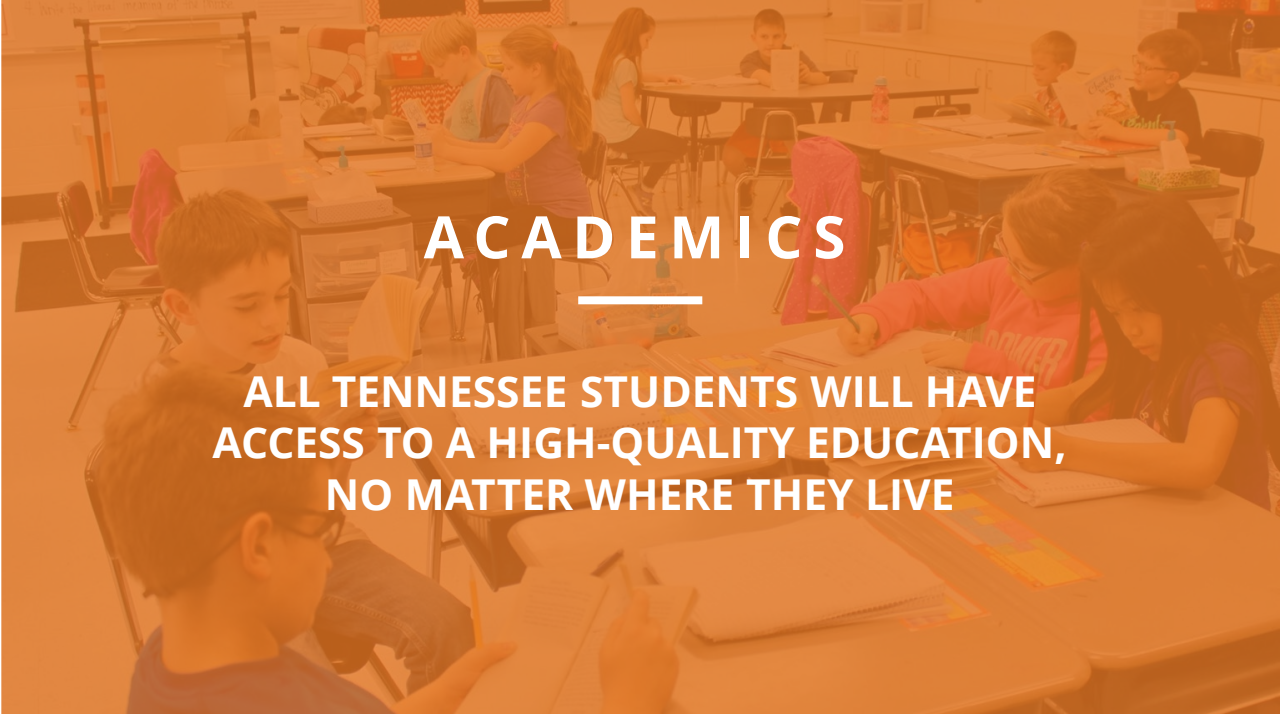
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy".





# BEST FOR ALL

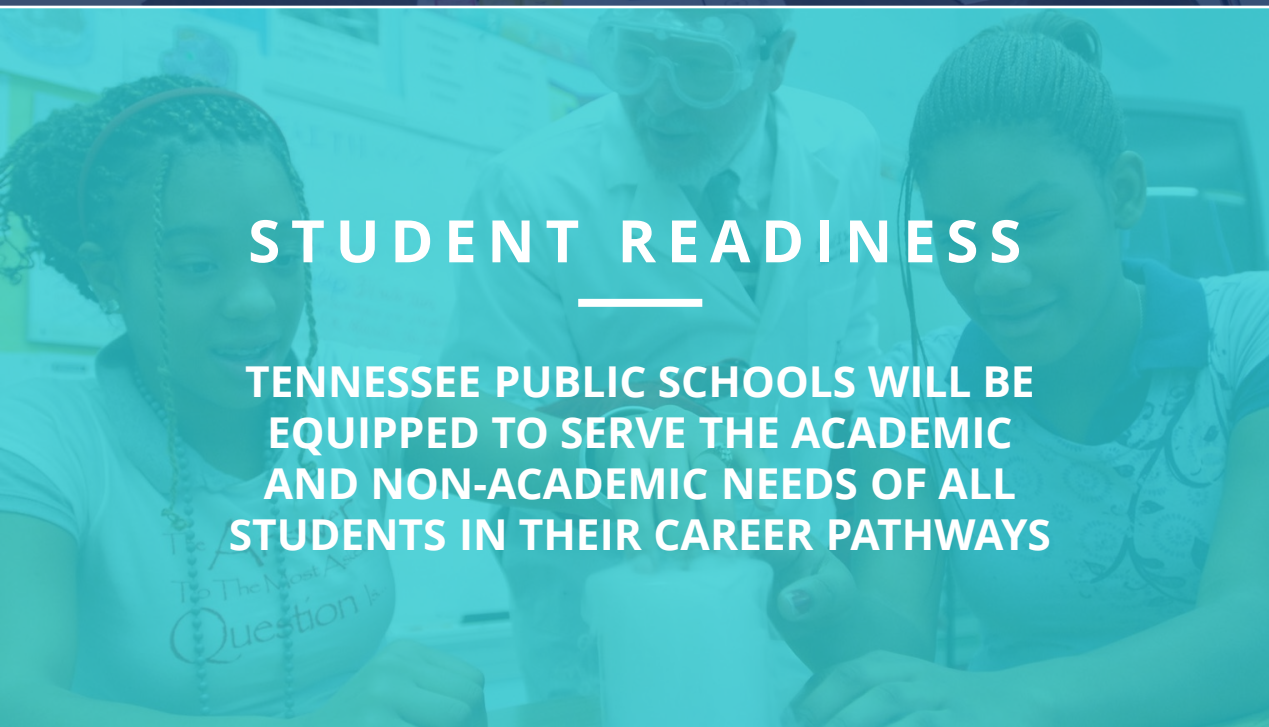
We will set all students on a path to success.



## ACADEMICS

---

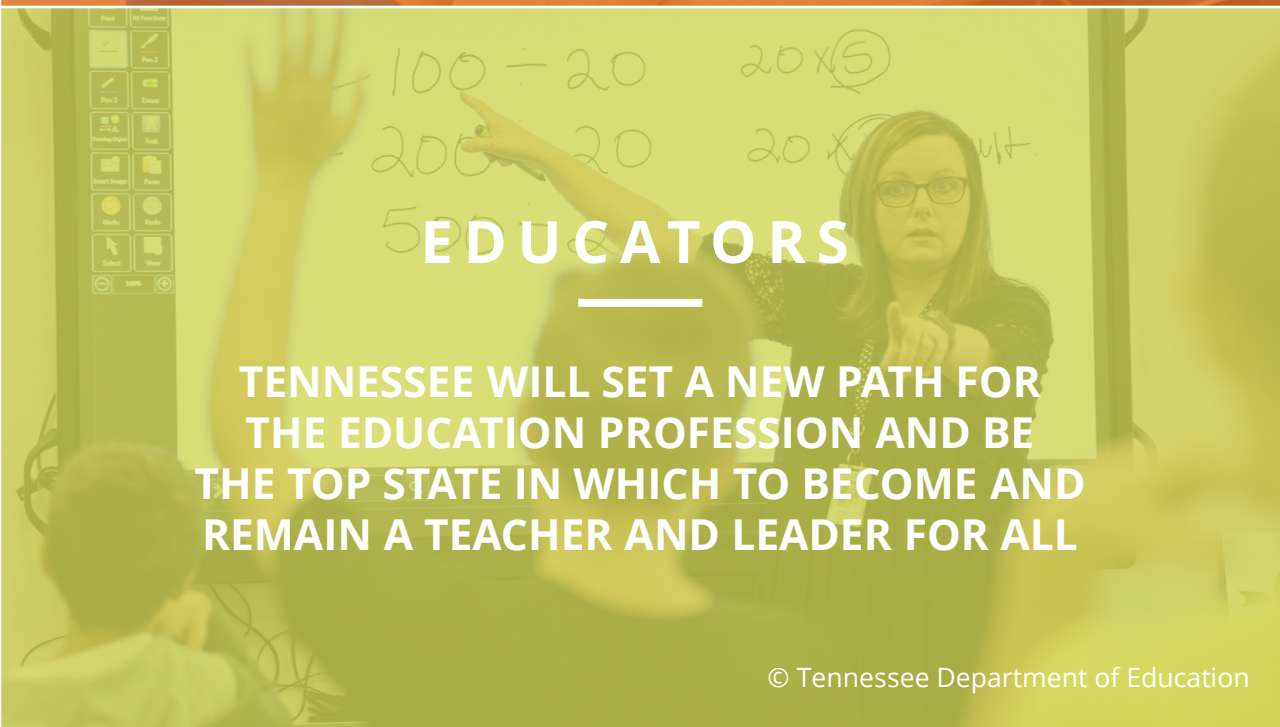
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



## 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

# Knowledge of Students



# Knowledge of Students

The key to this indicator is the educator's ability to know the needs of the students they serve to effectively provide appropriate services.



# Evaluator Expectations

During the conference, possible evaluator questions could be:

- *“What practices do you have in place to ensure you know the needs of the students in the building?”*
- *“How do you use the data to develop an individualized scope of work?”*

Possible sources of evidence could be:

- *student and teacher surveys,*
- *progress monitoring data, and/or*
- *activities chosen to differentiate the approach to student needs.*

This indicator aligns strongly with *Activities and Materials, Motivating Students, and Delivery of Services.*

# Indicator Descriptors

- Educator practices display an understanding of each student's individual needs.
- Educator practices incorporate student interests and cultural heritage.



# Evidence Capture Example

As you watch this video, note how the interventionist discusses with the principal her plans for the students in her small group. Decisions are based on conversations with teachers as well as assessments identifying the students' specific skill deficits. This is evidence of descriptor one.



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 collects background knowledge of the students' interests and leverages their interactions with each other. She uses this information to create activities for her small group lessons. This is evidence of indicator two.

Note how the principal can collect evidence through classroom observation and/or during a conference with the educator.



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



# Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Knowledge of 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  
for Knowledge of Students.**



# Possible Evidence

**Descriptor 1:** The interventionist knew and utilized her student data to make decisions about her services. She discussed how the student made gains with intervention last year. She also placed the student in a smaller intervention group based on her struggle to stay focused in larger groups.



# Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Knowledge of 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 descriptors in Knowledge of Students.**



# Possible Evidence

**Descriptor 1:** The interventionist discussed how she differentiates the lessons and activities based on the students' needs.



# Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Knowledge of 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



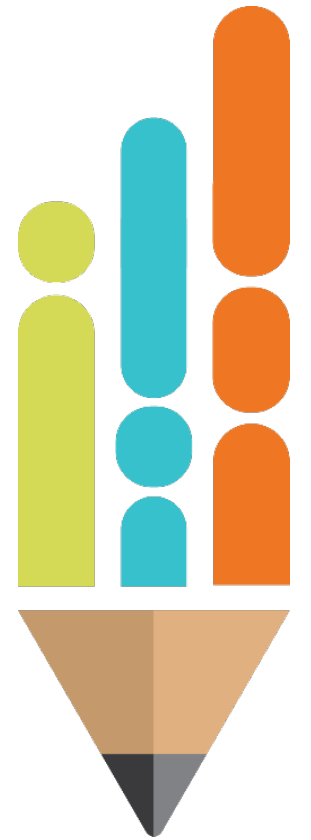
**Share evidence you captured  
of Knowledge of Students.**





# Possible Evidence

**Descriptor 1:** The interventionist showed evidence of knowing students' individual needs by differentiating the assigned reading passages based on individual skill deficits.



# 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](mailto:TEAM.Questions@tn.gov)

*Permission is granted to use and copy these materials for non-commercial educational purposes with attribution credit to the "Tennessee Department of Education". If you wish to use these materials for reasons other than non-commercial educational purposes, please contact Joanna Collins (Joanna.Collins@tn.gov).*