

School Services Personnel Rubric: Delivery of Services

Professional Content Knowledge

Summer 2024

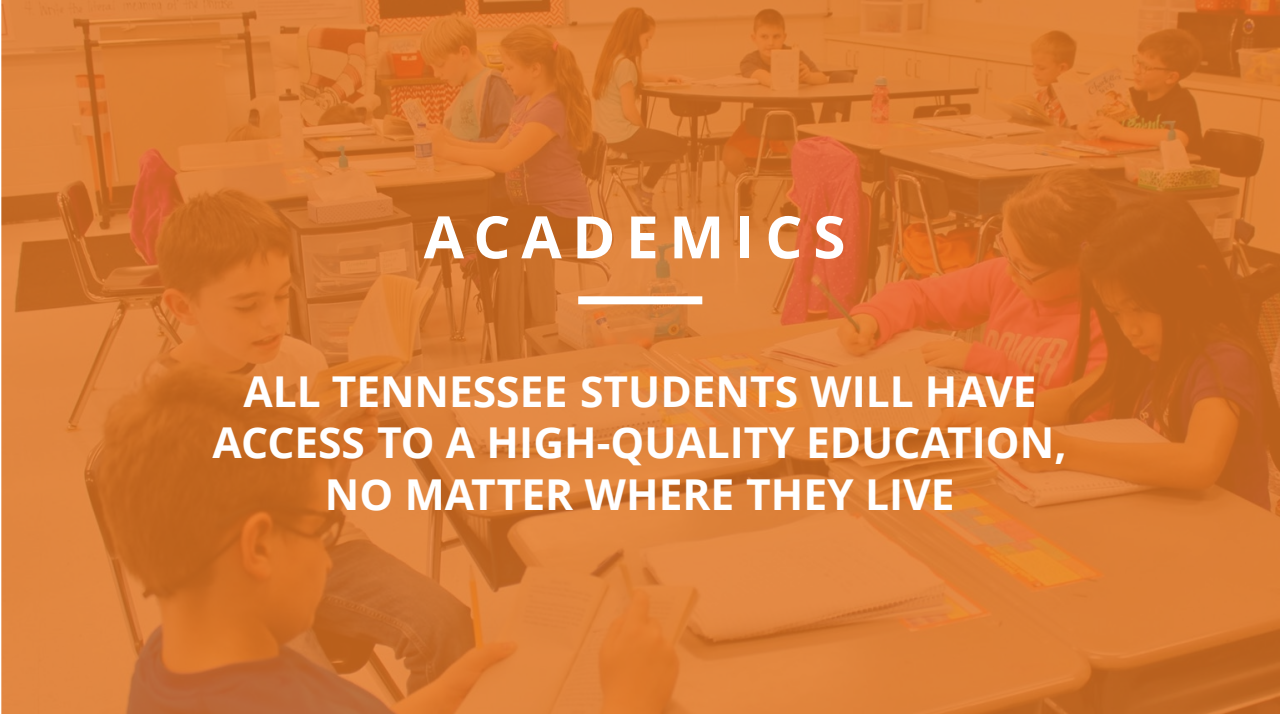
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy".





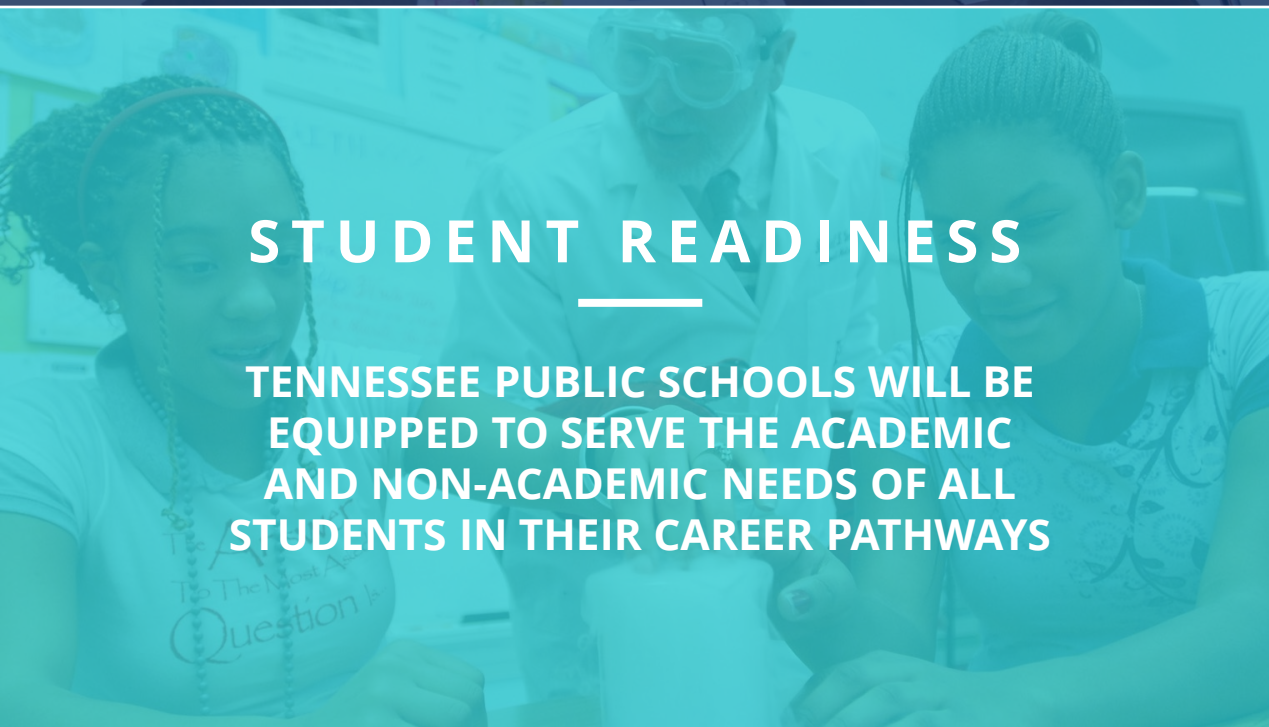
BEST FOR ALL

We will set all students on a path to success.



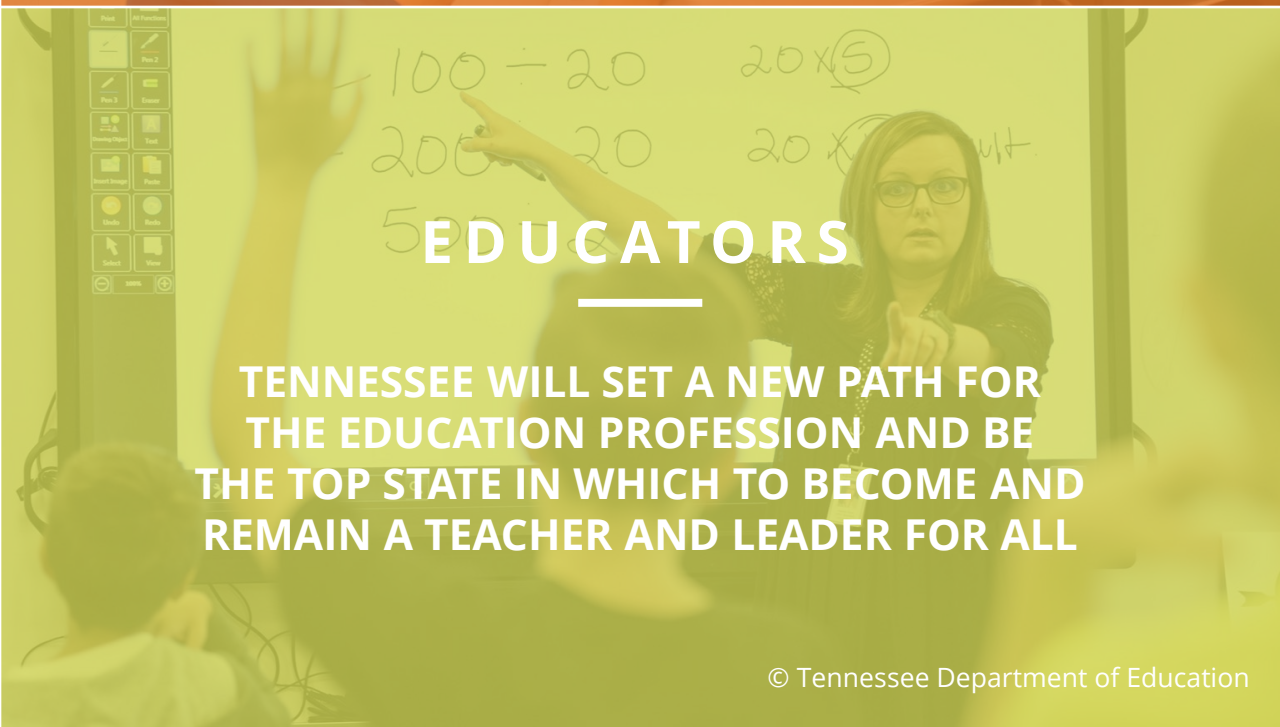
ACADEMICS

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

Professional Content Knowledge

A vertical photograph on the left side of the slide shows a person's hand holding a book with a gold spine. The person is wearing a light blue button-down shirt. The background is a plain, light-colored wall.

Professional Content Knowledge

The key to this indicator is the educator's ability to take their content knowledge and implement professional strategies to support stakeholder needs through the delivery of services.



Evaluator Expectations

During the conference possible evaluator questions could be:

- *“What strategies do you implement to enhance your program/service?”*
- *“What techniques have you planned to engage stakeholders in the learning?”*

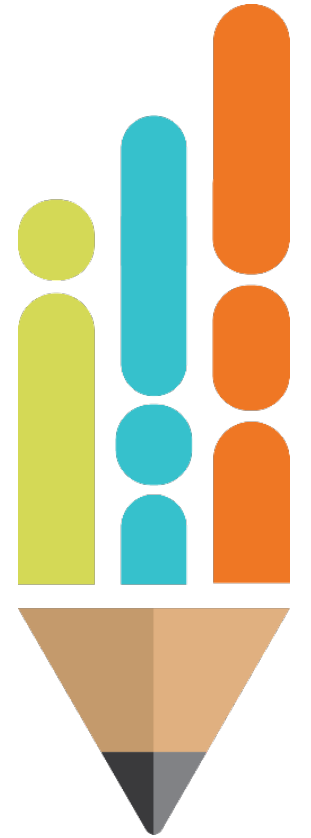
Possible Sources of Evidence could be:

- *a variety of professional strategies,*
- *types of resources/programs available to stakeholders, and/or*
- *use of research to support student outcomes.*

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

Indicator Descriptors

- Educator displays content knowledge of all the programs/services he or she delivers.
- Educator implements a variety of professional strategies to enhance program/service delivery.



Evidence Capture Example

As you watch this video, note how the instructional coach gives several examples of strategies she uses to support teachers.

Some of the strategies include:

- *sending teachers to observe other teachers with an intentional purpose,*
- *framing coaching conversations to focus on the improvement of student growth, and*
- *having post observation conferences to discuss takeaways.*

This is evidence of descriptor 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 Example

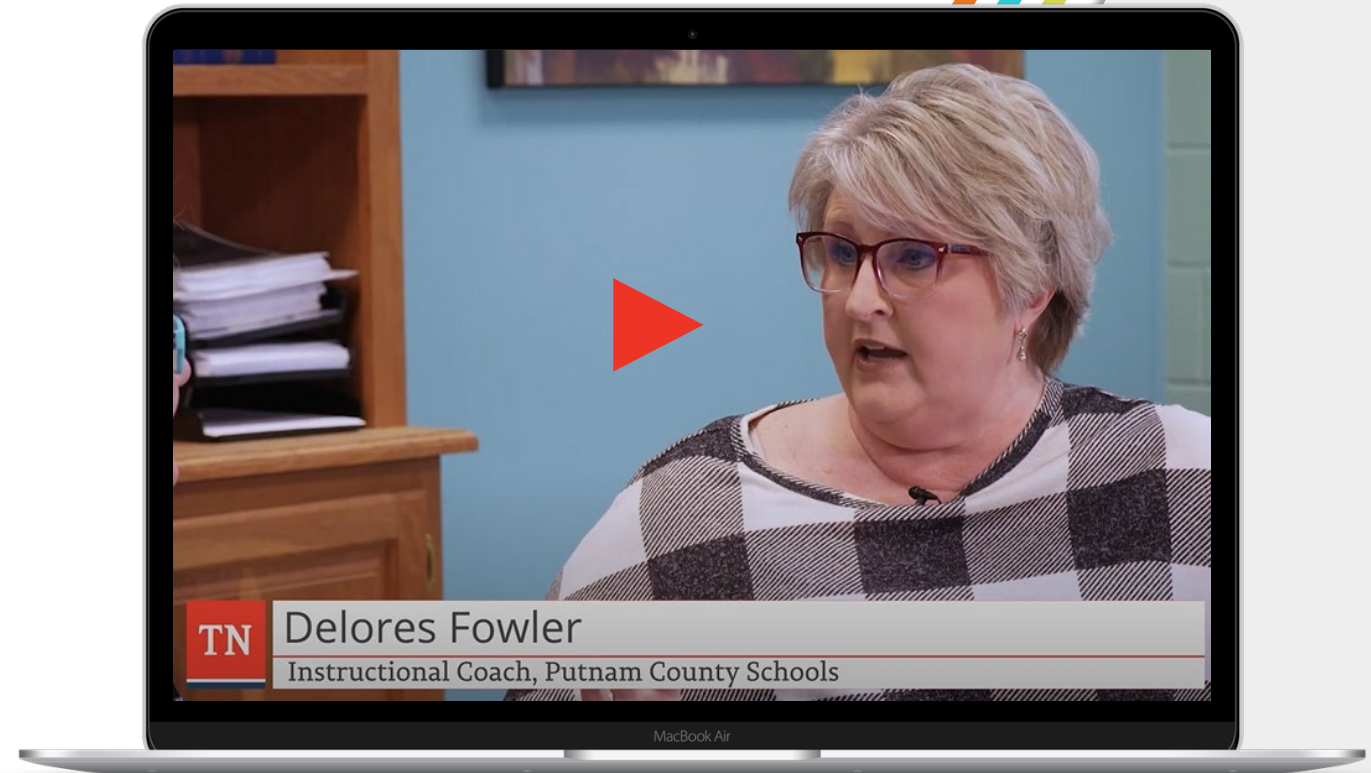
As you watch this video, note the principal's question leads the counselor to describe how she builds her content knowledge through webinars and conferences about the colleges to which her students wish to apply. This is evidence of descriptor two.



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

Evidence Capture Example

As you watch this video, note how the instructional coach shares the strategy used to build relationships with teachers. Once trust has been established, this strategy enhances the service she provides to teachers. This is evidence of descriptor two.



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

Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Professional Content Knowledge.



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

Share evidence you captured of the descriptors in the Professional Content Knowledge indicator.

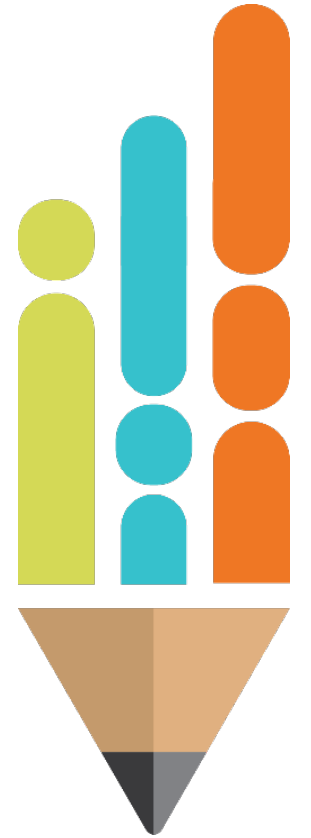


Possible Evidence

The principal asked the instructional coach a guiding question to learn more about the strategies she implements to enhance her coaching of teachers.

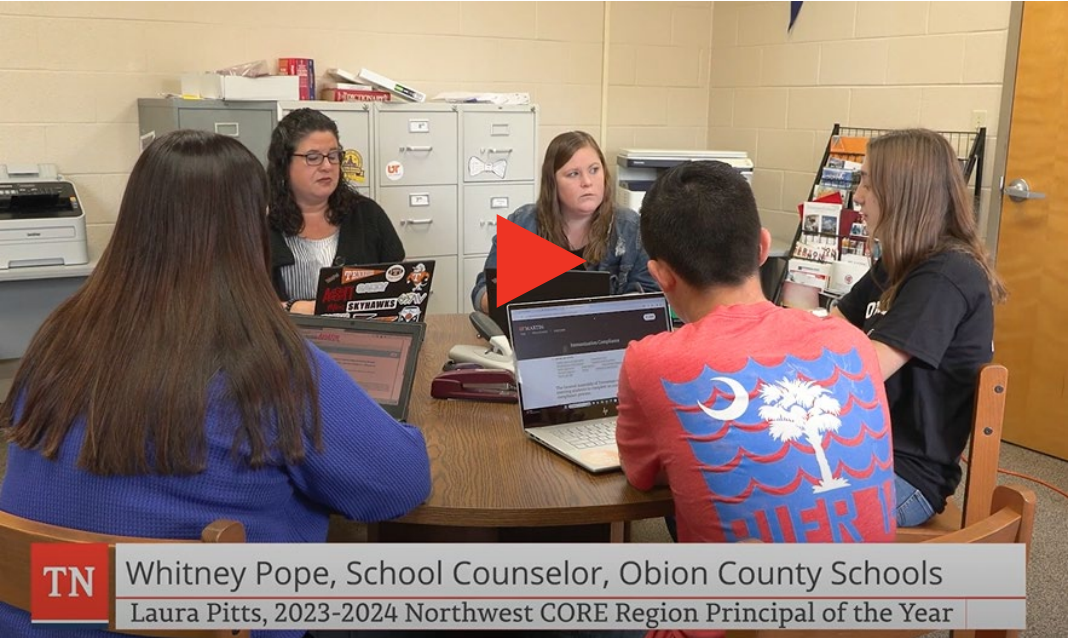
Descriptor 2: The instructional coach described her use of the following strategies:

- *Completes walk-through observations and gives feedback to teachers*
- *Models instructional strategies*
- *Gathers resources*
- *Uses whisper coaching with teachers during peer observations*



Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Professional Content Knowledge.



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

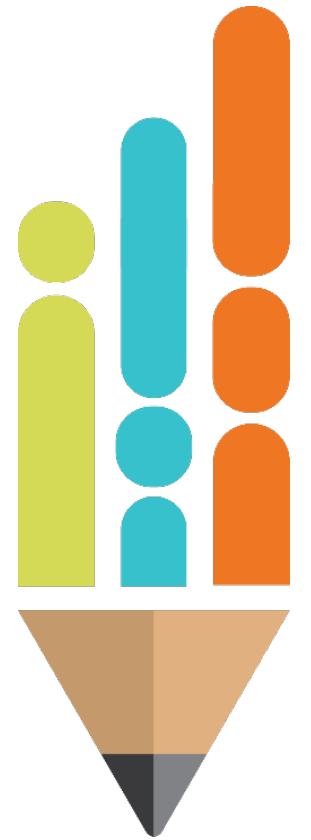


Share evidence you captured of the descriptors in the Professional Content Knowledge indicator.



Possible Evidence

Descriptor 1: The school counselor displayed her content knowledge of the college application process by answering the student's question about completing her housing applications.



Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Professional Content Knowledge.



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

Share evidence you saw of the descriptors in the Professional Content Knowledge indicator.



Possible Evidence

Descriptor 2: The instructional coach shared two strategies she used with teachers during coaching sessions.

The strategies she described were:

- *giving teachers permission to stay on pacing and ensure every student gets exposure to every grade level standard, and*
- *sharing with teachers how to circle back and spiral standards to meet the learning needs of all students.*

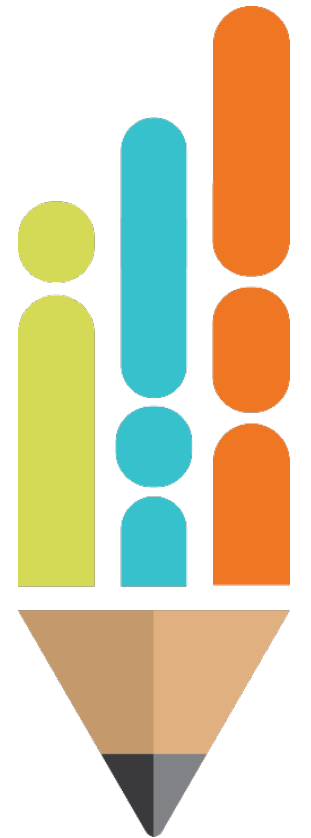


Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Professional Content Knowledge.



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

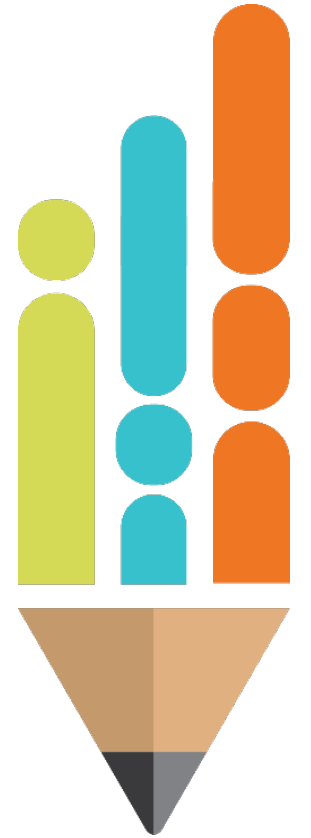


Share evidence you captured of the descriptors in the Professional Content Knowledge indicator.



Possible Evidence

Descriptor 1 and 2: The instructional coach displayed her content knowledge by discussing strategies with teachers on teaching the meanings of unknown words. She also used the strategy of brainstorming with peers to create a list of ideas to help students remember meanings of new words.

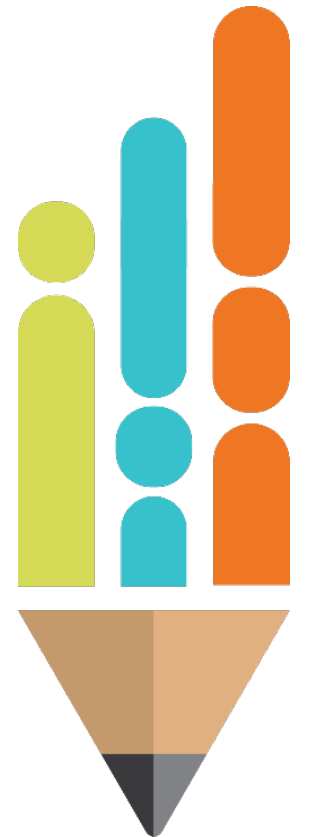


Evidence Capture Practice

Watch the video and capture evidence of the descriptors from Professional Content Knowledge.



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

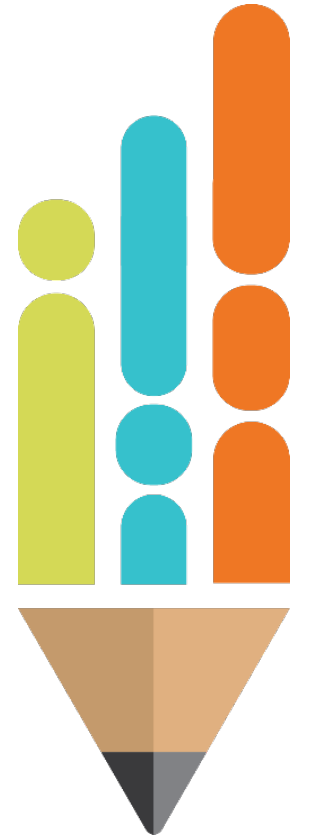


Share evidence you captured of the descriptors in the Professional Content Knowledge indicator.



Possible Evidence

Descriptor 2: During a coaching session with teachers, the instructional coach modeled a think-aloud by asking herself questions to help develop an exemplar piece of writing for a student model. This enhanced her service to teachers by modeling the strategies used to plan.



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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