

School Services Personnel Rubric: Delivery of Services

Standards and Objectives

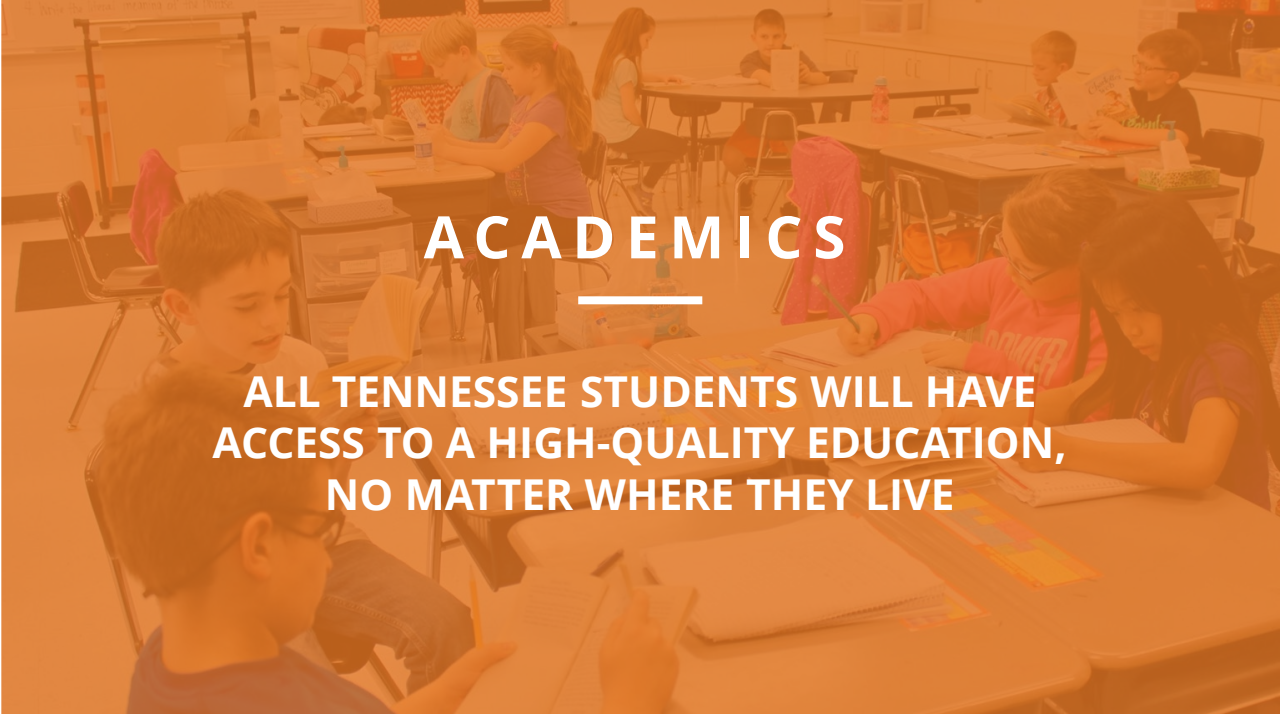
Summer 2024

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".



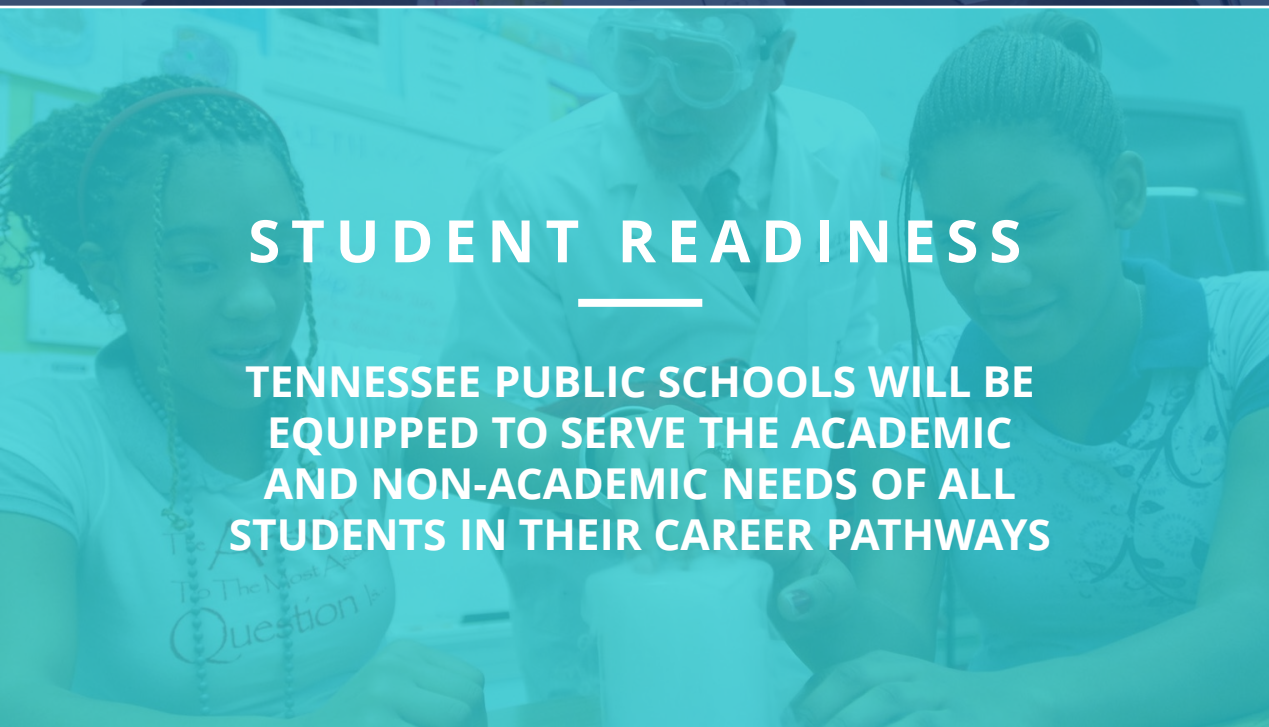
BEST FOR ALL

We will set all students on a path to success.



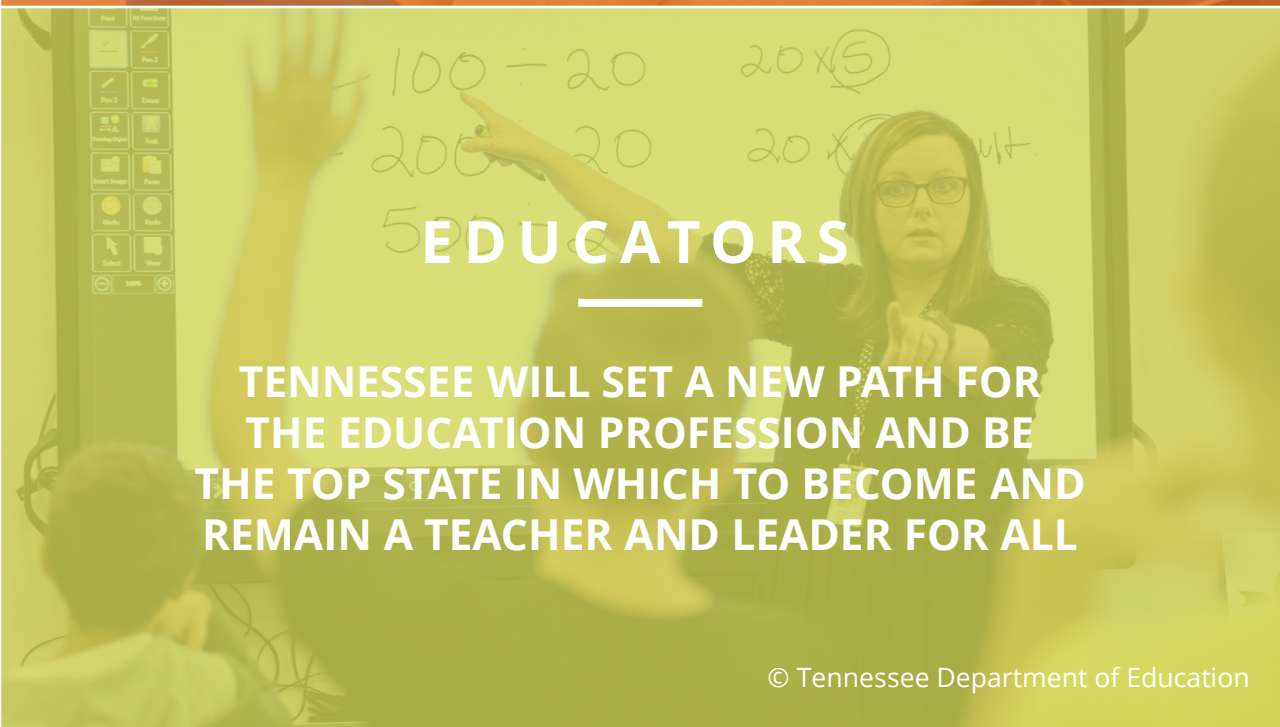
ACADEMICS

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

Standards and Objectives

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 slightly blurred.

Standards and Objectives

The key to this indicator is a clear understanding by the educator and their stakeholders of the services that will take place during the delivery plan and expectations around outcomes.

Standards and objectives should be the first indicator the educator focuses on when planning their scope of work.



Evaluator Expectations

During the conference possible evaluator questions could be:

- *“What outcome(s) do you expect as a result of your support?”*
- *“How do you know stakeholders have a clear understanding of your expectations?”*

Possible Sources of Evidence could be:

- *the educators’ annual plan of scope of work includes state standards or professional objectives,*
- *clear communication from the educator includes what they want stakeholders to know and be able to do as a result of the service provided, and/or*
- *the data collected demonstrates stakeholder understanding of the objectives.*

This indicator supports the effectiveness of **all** other indicators.

Indicator Descriptors

- Professional objectives and state standards are explicitly included in delivery plan.
- Objectives are aligned and logically sequenced to the service delivery plan.
- Expectations for student outcomes are clear.
- There is evidence that stakeholders understand the objective(s) of the delivery plan.



Evidence Capture Example

As you watch this video, note how the school counselor describes in her pre-conference how she uses state standards to guide her planning of activities. She describes how her objectives are logically aligned to the needs of students based on a needs assessment from teachers and parents. She sets the expectation that students will understand the different types of responsibility they will encounter in their lives. These are evidence of descriptors one, two, and three.



Video featuring school counselor Casey Fernandez under the guidance of 2022-2023 Shelby and Municipals Tennessee Principal of the Year Jessica Woody, Germantown Municipal School District

Evidence Capture Example

As you watch this video, note how the school counselor explicitly describes the objective of her activity to the class. The students are expected to understand the character trait responsibility and how it is a choice involving self-discipline and self-control. This is evidence of descriptor one.



Video featuring school counselor Brandi Fitchpatric under the guidance of 2022-2023 Shelby and Municipals Tennessee Principal of the Year Jessica Woody, Germantown Municipal School District



Descriptor Four: Possible Evidence

Though not seen in the videos, evidence of descriptor four could be collected throughout the school year through evaluator and educator discussions about the counselors' delivery plan. The school counselors could have a post-conference after the lesson to discuss student engagement and evidence of understanding the objective. This could look like student completion of the activities with accuracy, improvement in teacher surveys about student responsibility, and/or improvement in discipline referrals.



Evidence Capture Practice

Watch the video and capture evidence of Standards and Objectives.



Video featuring school counselor Casey Fernandez under the guidance of 2022-2023 Shelby and Municipals Tennessee Principal of the Year Jessica Woody, Germantown Municipal School District



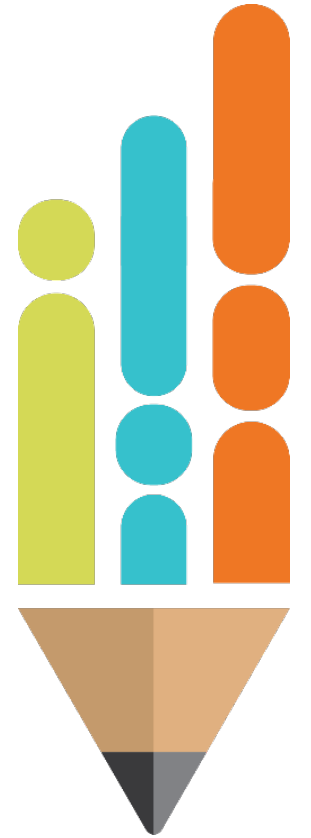
Share evidence you captured of the Standards and Objectives indicator.



Possible Evidence

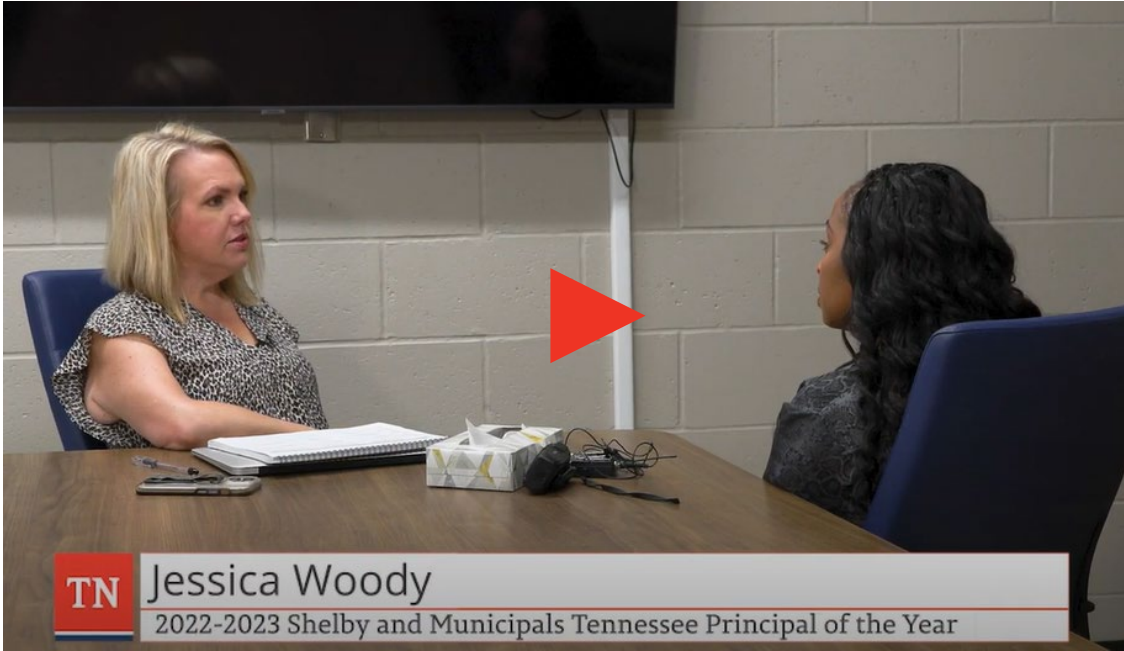
Descriptor 1: The school counselor explicitly described the objective of her activity to the class. The students were expected to understand the character trait of responsibility and how it related to their daily lives.

Descriptor 2: The objectives of the activity were aligned to the service plan. Lessons were logically sequenced to build upon each other. The counselor taught several lessons on responsibility which culminated in this activity. Previous lessons included the different types of responsibility and what it means to be responsible.



Evidence Capture Practice

Watch the video and capture evidence of Standards and Objectives.



Video featuring school counselor Brandi Fitchpatric under the guidance of 2022-2023 Shelby and Municipals Tennessee Principal of the Year Jessica Woody, Germantown Municipal School District



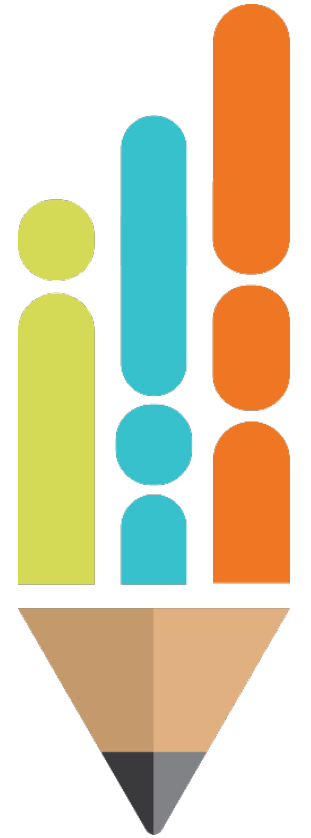
**Share evidence you captured
of the Standards and
Objectives indicator.**



Possible Evidence

Descriptor 2: The school counselor discussed with the principal how this lesson's objective for students is aligned to the character trait of responsibility. In the upcoming lesson, the students will apply their previous learning of the meaning of responsibility and determine how it relates to their lives.

Descriptor 3: The school counselor described her expected outcomes for the lesson. Students will use what they have learned and evaluate how responsibly they spend their time each day.





Descriptor Four Possible Evidence

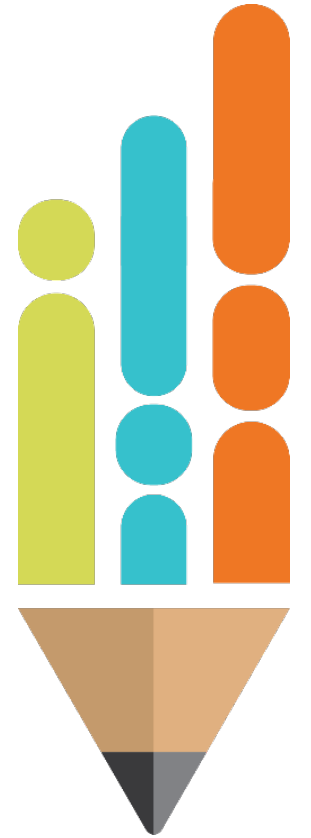
Though not seen in the videos, evidence of descriptor four could be collected throughout the school year during evaluator and educator discussions on data and observations of delivery of service. Educators could have a post-conference after a lesson or meeting to discuss data collected as evidence of stakeholder understanding of the objective.



Descriptor Four Possible Evidence

Brainstorm possible evidence an evaluator could collect indicating stakeholders understand the objective of the service plan for each of the following roles:

- School Counselor/ Social Worker
- Interventionist
- Instructional Coach
- Speech Language Pathologist/ Audiologist/ Vision Specialist
- School Psychologist



Descriptor Four Possible Evidence

Possible evidence an evaluator could collect that stakeholders understand the objective of the following school service personnels' delivery plan:

- **School Counselor/ Social Worker:** student work samples aligned to lesson/activity objective, outcome of delivery plan, data from office referrals, teacher/parent surveys, communication with stakeholders
- **Interventionist:** student work samples aligned to lesson/activity objective, students show growth on progress monitoring data, teacher discussions during RTI meeting about the objective of the students' intervention plans, communication with stakeholders
- **Instructional Coach:** PLC agendas, support plans for individual teachers, assessments teachers have made following support, change in teacher observation data-based coaching support, communication with teachers
- **Speech Language Pathologist/ Audiologist/ Vision Specialist:** communication to stakeholders, student I.E.P. data, stakeholder discussions about the delivery plan during I.E.P. meetings, teacher/parent surveys
- **School Psychologist:** data from student assessments, questions from stakeholders



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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