



# TEAM Teacher Evaluator Certification Training Module 7

---





# Agenda



## Module 7

- Review of prior learning
- Professionalism
- Summative Conference
- Observation Practice

.....



# Post-Conference Review



Do	Don't
Schedule post-conference within five business days of observation.	Omit the post-conference or conduct it outside of the five-day window.
Conduct post-conference in a confidential area.	Conduct post-conference in a public space with possibility of interruptions.
Obtain and analyze student work prior to the post-conference.	Conduct the post-conference with no preparation.
Ask probing questions based on a review of student work and class observation.	Simply share scores.
Focus on reinforcement and refinement, based on evidence collected during the lesson.	Fail to recognize the strengths of the lesson.
Coach teachers to improve practice.	Allow an identified need that might impact learning go unaddressed.



# Module 7

## Learning Outcomes: TEAM

### Teacher Evaluation Training

Participants will prepare to implement an accurate, fair, credible, rigorous, and transparent evaluation system by:

- utilizing the evidence collected throughout the year to create **meaningful and actionable feedback** for educators pertaining to the professionalism rubric and
- conducting effective summative conferences





# Professionalism Rubric and Summative Conferences





# TEAM Observation: Professionalism



The Professionalism rubric is

- scored for **all educators**,
- completed within **last six weeks** of school year,
- based on activities from **full year**, and
- **discussed** with teacher in a conference.



# TEAM Observation: Professionalism



The Professionalism rubric includes **four indicators**:

- Professional Growth and Learning
- Use of Data
- School and Community
- Leadership



# Professionalism Rubric

The Professionalism rubric captures the educator's practices as a whole.

- **Professional Growth & Learning and Use of Data** address a teacher's reflective practice through the observation process and his/her use of data to support student achievement.
- **School & Community Involvement and Leadership** address a teacher's interaction with the school as a whole, as well as the role they play in leading others.







# Learning the Professional Rubric



## Professional Growth and Learning

- Reflects on feedback from class observations and uses this feedback to improve instructional practice
- Engages in high-quality professional learning opportunities



# Learning the Professional Rubric



## Use of Data

- Uses formative and summative assessment data to guide instructional decisions
- Reflects on instructional practice and its impact on student learning



# Learning the Professional Rubric



## School and Community Involvement

- Supports and contributes to school activities and events
- Adheres to school and district policies
- Works to contribute to a safe and orderly learning environment



# Learning the Professional Rubric



## Leadership

- Actively participates in professional learning communities
- Actively contributes to the school community through a variety of leadership roles

# Professionalism Rating Report



## TEAM Professionalism Rating Report

Teacher Name \_\_\_\_\_ Date \_\_\_\_\_

License Number \_\_\_\_\_

Evaluator Name \_\_\_\_\_ School Name \_\_\_\_\_

Indicator	Score
1. Professional Growth and Learning	
2. Use of Data	
3. School and Community Involvement	
4. Leadership	

Area of Reinforcement:

Area of Refinement:

Evaluator Signature \_\_\_\_\_ Date \_\_\_\_\_

Teacher Signature \_\_\_\_\_ Date \_\_\_\_\_

- Use to document **professionalism** scores.
- Follow the practice of identifying **reinforcement** and **refinement** areas.



# Summative Conference



- Share and review results of the **professionalism** observation.
- Share final **qualitative data** (observation/student survey scores).
- Share and review student data.
- Provide teacher with timeline for LOE calculation.
- Discuss professional learning goals.



# Observation Practice: Video 2

Video:

<https://youtu.be/ntzqPIRqQkl>

Lesson Plans:

<https://team-tn.org/wp-content/uploads/2025/05/TDOE-NIET-2nd-STEM-Lesson-Plan.pdf>





# Module 7 Task





## Assessment task: The evaluator will fill in the number score for each indicator

1. Standards and Objectives ☐
2. Motivating Students ☐
3. Presenting Instructional Content ☐
4. Lesson Structure and Pacing ☐
5. Activities and Materials ☐
6. Questioning ☐
7. Academic Feedback ☐
8. Grouping ☐
9. Teacher Content Knowledge ☐
10. Teacher Knowledge of Students ☐
11. Thinking ☐
12. Problem Solving ☐





# Lesson Evidence and Indicator Scores

1. Standards and Objectives- 3
2. Motivating Students- 3
3. Presenting Instructional Content- 3
4. Lesson Structure and Pacing-3
5. Activities and Materials- 4
6. Questioning- 3
7. Academic Feedback- 3
8. Grouping-2
9. Teacher Content Knowledge-3
10. Teacher Knowledge of Students-3
11. Thinking-3
12. Problem Solving-3



# Link to evidence

<https://team-tn.org/wp-content/uploads/2025/05/Instruction-Domain-Observation-scores-2nd-Grade-STEM.pdf>





Visit the TEAM Website for more practice with [Observation Norming](#).

This module guides observers to a greater understanding of the TEAM General Educator rubric, increases alignment of observation evidence to the rubric, enhances calibration of scores across the observation team, and, most importantly, helps observers hone their skills around supporting teacher practice and student outcomes.





# Thank you for completing Module 7 of the TEAM Teacher Evaluator Training.

You may pause the training here, or you can  
continue to Module 8.

*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 the Office of General Counsel at (615) 741-2921 or Joanna Collins ([joanna.collins@tn.gov](mailto:joanna.collins@tn.gov)).*