

#### TEAM Teacher Evaluator Certification Training Module 7







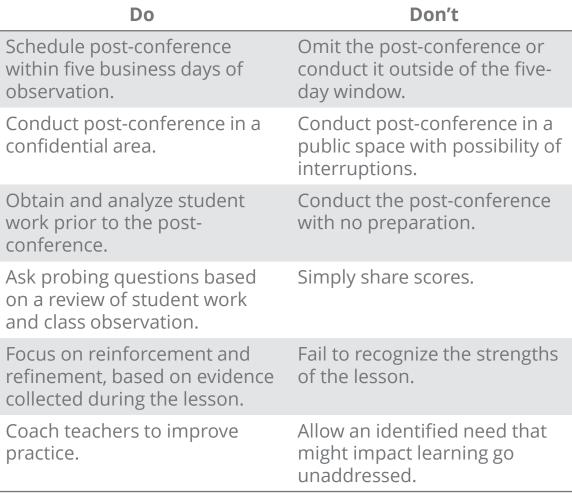


# Agenda

#### Module 7

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

#### **Post-Conference Review**



#### 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





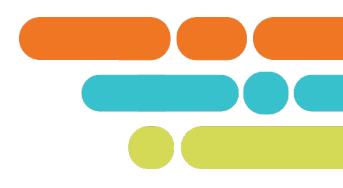


#### Professionalism Rubric and Summative Conferences





### TEAM Observation: Professionalism

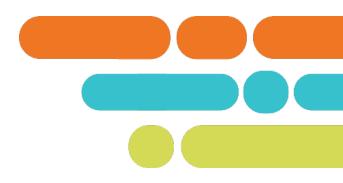


The Professionalism rubric is

- 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



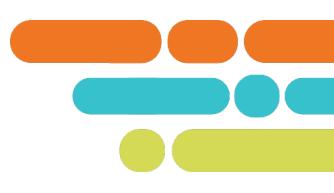


# **Professionalism Rubric**

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.

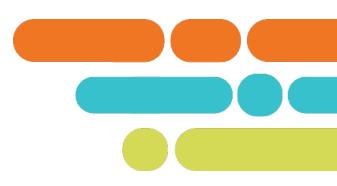




#### **Professional Growth and Learning**

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

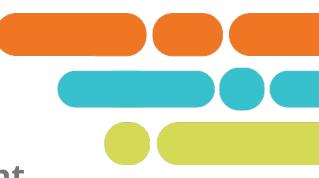




#### **Use of Data**

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

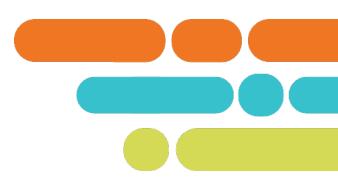




#### **School and Community Involvement**

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





#### Leadership

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



# Professionalism Rating Report

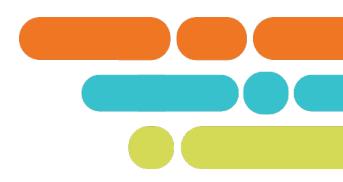
Teacher Name	Date	
License Number		
Evaluator Name	School Name	
Indicator		Score
1. Professional Growth and Learnin	g	
2. Use of Data		
3. School and Community Involvem	ent	
4. Leadership		
Area of Reinforcement:		
Area of Refinement:		
Evaluator Signature	Date	
Teacher Signature	Date	



- 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.

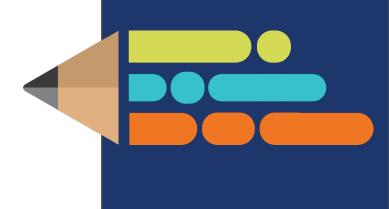


#### **Observation Practice:** Video 2

Video:

https://youtu.be/ntzqPIRqQkl Lesson Plans:

https://team-tn.org/wpcontent/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 🗌

Department of Education

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

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







# Visit the TEAM Website for more practice with <u>Observation Norming</u>.

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.

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