

Participant Guide

Recharging the TESS Observation Process for Growth

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Recharging the TESS Observation Process for Growth

Participants will:

- Define key actions instructional leadership teams take during the teacher observation process to increase student outcomes
- Draft leadership team meeting outcomes that intentionally strengthen teacher observation process

Key Leadership Actions That Support an Effective Evaluation Process

B. Instruction
<i>Effective</i>
Ensures instructional practices are effective in meeting student needs. Evidence from monitoring instruction and data on student growth are the basis for addressing all student levels of performance. School instructional time is valued and protected from disruption. Instructional materials are aligned to state academic standards with evidence-based strategies.

Use the assigned indicator on your table from the LEADS 2.0 Rubric to respond to the following questions:

What intentional actions do leadership team members engage in that support the observation process?	
What decisions and collective knowledge do ILT members need to engage in to meet expectations of the action defined in each descriptor?	

Key Considerations to Support TESS Observation Cycles

Timing	Strengths-based	Impact
• Determine timing of ILT meetings that focus on strengthen the impact of evaluation observation cycles • Review timelines for completion of observations and post-conferences to establish timelines for ongoing teacher support opportunities. • Attend to schedule considerations to ensure time for quality feedback and support.	• Consider the strengths of ILT members and how you could leverage those strengths to build the knowledge and skill of all team members. • Consider what ILT members self-report as strengths and areas for growth around providing feedback and support.	• Review post-conference plans to determine quality of feedback and potential next steps. • Look for evidence of impact of support on student achievement to guide future practices and gain knowledge as to the types of feedback and support teachers benefit from most.

Develop Capacity Building Plan Focused on Recharging the TESS Observation Process

Working with your table, select one capacity-building opportunity identified during the previous group activity to develop an action plan.

Action plan:

Be prepared to share:

- One key leadership action that will have the greatest impact on strengthening ILT capacity.
- One recommendation for expanding support for ILT members.

Reflect and Connect

What can you take away from this session to recharge the observation process on your campus for teacher and student growth?