

*Participant Guide*

# **Recharging the TESS Observation Process for Growth**

**NIET**

NATIONAL INSTITUTE FOR  
EXCELLENCE IN TEACHING

## 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                                                                                                                  |
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| <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                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Determine timing of ILT meetings that focus on strengthen the impact of evaluation observation cycles</li> <li>• Review timelines for completion of observations and post-conferences to establish timelines for ongoing teacher support opportunities.</li> <li>• Attend to schedule considerations to ensure time for quality feedback and support.</li> </ul> | <ul style="list-style-type: none"> <li>• Consider the strengths of ILT members and how you could leverage those strengths to build the knowledge and skill of all team members.</li> <li>• Consider what ILT members self-report as strengths and areas for growth around providing feedback and support.</li> </ul> | <ul style="list-style-type: none"> <li>• Review post-conference plans to determine quality of feedback and potential next steps.</li> <li>• 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.</li> </ul> |

**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?