



## Flower ISD Calibration Calendar

| Month            | Calibration Activities  |
|------------------|---|
| <b>August</b>    | <b>BOY Certification &amp; Calibration</b> <ul style="list-style-type: none"> <li>- Appraiser certification</li> <li>- Appraiser calibration (if they are in an in-between year)</li> </ul>   |
| <b>September</b> | <b>Principal Alignment</b> <ul style="list-style-type: none"> <li>- Principals gather by school level to walk through multiple classrooms, collect evidence and norm on ratings</li> </ul>  |
| <b>October</b>   | <b>Single-Dimension Walkthroughs</b> <ul style="list-style-type: none"> <li>- Campus appraiser teams choose one T-TESS dimension that they are less aligned on. They observe for this single dimension in multiple classrooms, collecting evidence and norming on ratings.</li> </ul>   |
| <b>November</b>  | <b>Appraiser Professional Development Day</b> <ul style="list-style-type: none"> <li>- Appraisers participate in a day of learning including PD on rating hard-to-rate classes, collecting strong evidence, etc.</li> </ul>   |
| <b>December</b>  | <b>Mid-Year Calibration</b> <ul style="list-style-type: none"> <li>- Appraisers across the district watch the same teaching video and submit ratings to calibrate. District leaders use this data to determine what additional training is needed.</li> </ul>   |
| <b>January</b>   | <b>Student Actions vs. Teacher Actions Co-Observation</b> <ul style="list-style-type: none"> <li>- Campus appraiser teams observe the same lesson. One person scripts only what students say and do. The other person scripts only what the teacher says and does. Both then use this evidence to norm on ratings.</li> </ul> |
| <b>February</b>  | <b>Appraiser Professional Development Day</b> <ul style="list-style-type: none"> <li>- Appraisers participate in a day of learning including PD on rating hard-to-rate classes, collecting strong evidence, etc.</li> </ul>   |
| <b>March</b>     | <b>Principal Alignment</b> <ul style="list-style-type: none"> <li>- Principals gather by school level to walk through multiple classrooms, collect evidence and norm on ratings</li> </ul>  |
| <b>April</b>     | <b>Campus Walkthroughs</b> <ul style="list-style-type: none"> <li>- Campus leadership team conducts short (10-15 minute) observations across many or all classrooms on a campus and norm on ratings.</li> </ul>   |

1. What is effective about Flower ISD's calibration calendar?
2. What are the benefits of having principals across the district meet to align on ratings?
3. How does this compare with what your district currently does to increase calibration throughout the year?