

TIA Teacher Observation Self-Assessment

CURRENT OBSERVATION SYSTEM REFLECTION

Reflect on your current observation system and the information you learned in today's session.

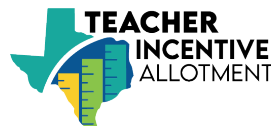
- *Identify areas of strength in your district that you want to ensure are maintained. List them below in the "areas of strength" column.*
- *Identify areas of opportunity in your district that you will want to ensure are addressed. List them below in the "areas of opportunity" column.*
- *Then, brainstorm some potential next steps. List them in the "next steps" column.*

Components	Areas of Strength	Area of Opportunity	Next Steps
Teacher Observation Rubric and Appraiser Certification			
Reliability of Teacher Appraisers Within and Across Campuses			
Review of Teacher Observation Trends			
Review of Teacher Observation and Student Growth Correlation			

Components	Areas of Strength	Area of Opportunity	Next Steps
Observation and Feedback Schedule			
Alignment to Statewide Performance Standards			

REQUIREMENTS AND BEST PRACTICES RESOURCE

Components	Requirements	Best Practices
Teacher Observation Rubric and Appraiser Certification	<ol style="list-style-type: none"> Approved teacher observation rubric that <ul style="list-style-type: none"> Aligns to T-TESS dimensions Complies with §21.351.or §21.352 Identifies a clear proficiency marker Calibration component required during certification. Recertification required at minimum every 3 years. 	<ol style="list-style-type: none"> Pre-approved Rubrics: <ul style="list-style-type: none"> T-TESS Marzano Danielson NIET TAP Informal annual certification opportunities Some district leaders are certified appraisers
Reliability of Teacher Appraisers Within and Across Campuses	<ol style="list-style-type: none"> Appraiser calibration at least once a year Calibration activities within and among campuses District leadership included in calibration activities 	<ol style="list-style-type: none"> Multiple opportunities to calibrate throughout the year using a variety of calibration activities Some district leaders are certified appraisers Single appraiser districts can also utilize <ul style="list-style-type: none"> Trained teacher leaders ESC Partners Neighboring School districts T-TESS and NIET Videos
Review of Teacher Observation Trends	<ol style="list-style-type: none"> Review campus and district teacher observation trends at least quarterly by grade, subject, campus, and appraiser 	<ol style="list-style-type: none"> Develop data collection protocols to ensure sufficient data points are captured for data analysis Sample Root Cause Protocols: <ul style="list-style-type: none"> Five Why's



Components	Requirements	Best Practices
	<ol style="list-style-type: none"> 2. Identify skew in teacher observation trends at the appraiser and teacher level 3. Share data with stakeholders 4. Determine the root cause 5. Develop plan to address root cause 	<ul style="list-style-type: none"> • Circle Map • Fishbone
Review of Teacher Observation and Student Growth Correlation	<ol style="list-style-type: none"> 1. Review correlation of teacher observation and student growth data at the campus and district level at least once a year 2. Identify skew in correlation data 3. Share data with stakeholders 4. Determine the root cause 5. Develop plan to address root cause 	<ol style="list-style-type: none"> 1. Develop data collection protocols to ensure sufficient data points are captured for data analysis 2. Sample Root Cause Protocols: <ul style="list-style-type: none"> • Five Why's • Circle Map • Fishbone
Observation and Feedback Schedule	<ol style="list-style-type: none"> 1. At least one 45-minute observation for each teacher 2. Full teacher observation data and student growth data from the same year is required for each teacher in an eligible teaching assignment 	<ol style="list-style-type: none"> 1. 2-3 full observations 2. Regular short scored and unscored observations 3. Multiple announced and unannounced visits 4. Multiple observers for each teacher 5. Create a yearlong observation calendar
Alignment to Statewide Performance Standards	<ol style="list-style-type: none"> 1. Utilize TIA statewide performance standards to guide district's performance standards for teacher observation 	<ol style="list-style-type: none"> 1. Determine how final observation score will be calculated

