

**Framing the Discussion:  
How to Coach Teachers to Improve Instruction**

MASA/MoSPRA Presentation

March 21, 2013

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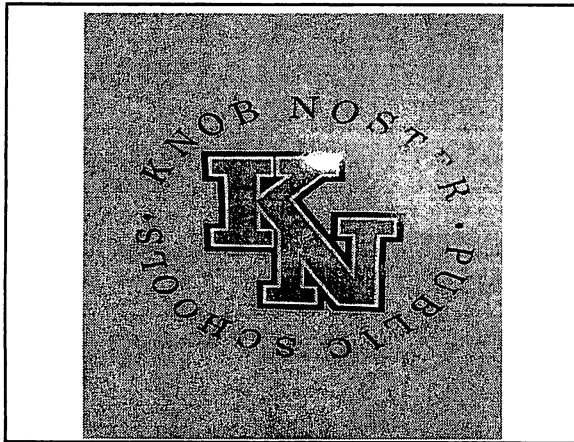
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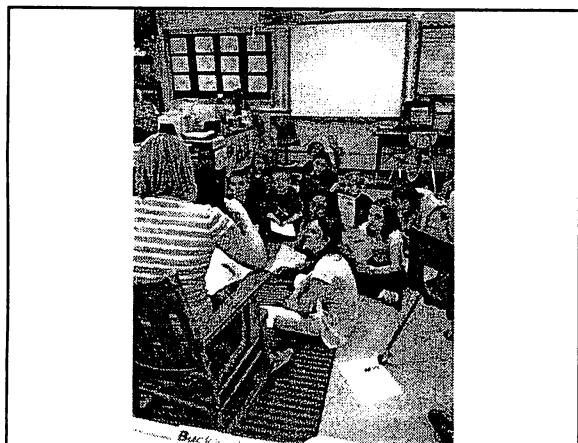
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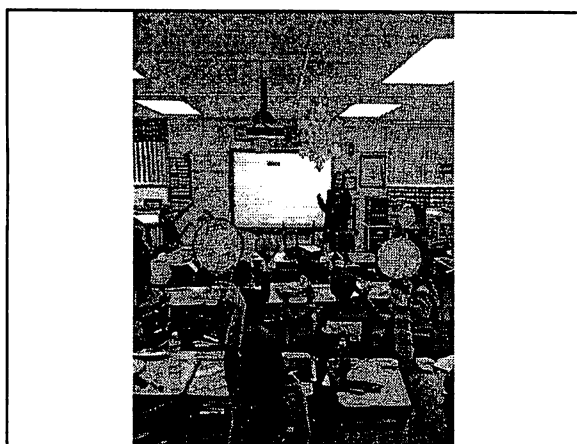
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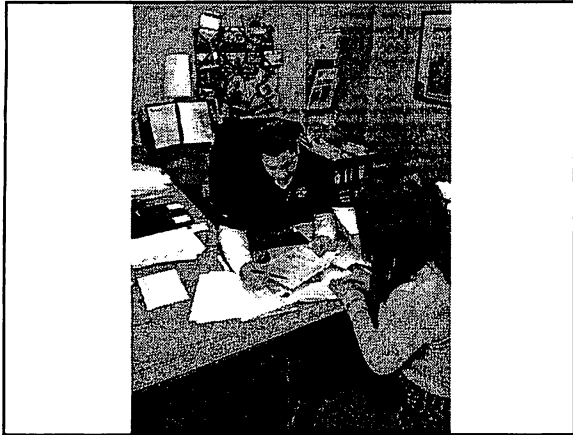
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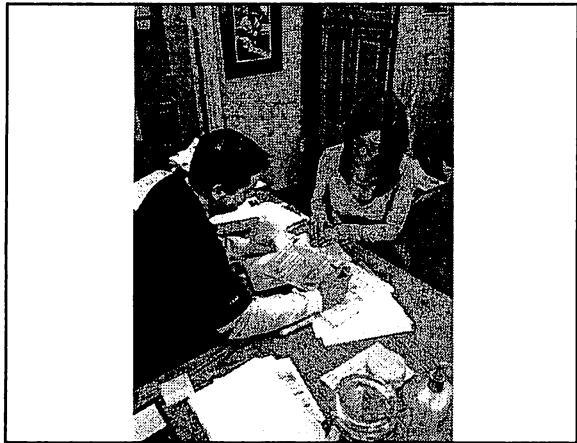
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**Collaboration on Educator Growth  
Learn, Lead, Succeed...**

Knob Noster R-VIII School District  
+  
Network for Educator Effectiveness  
=  
Journey of Instructional Growth to Build the  
Capacity of Teachers and Administrators

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**NEE Journey Begins...**

Knob Noster R-VIII School District's  
Desire to Move from  
Good to Great

Step One-Assess Our Current Reality

- No Urgency to Change our Current Practice
- Tenured Teachers
- DESE Accredited with Distinction 8 Consecutive Years
- Embraced Status Quo

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**Educational Changes on the Horizon**

Step Two: Share New DESE Expectations

- MSIP 5
- Common Core
- Missouri Wavier
- Required New Teacher and Leader Evaluation System Aligned to New Standards

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**Conversations Begins...**

Step Three: Framing the Discussions to Focus  
Upon the Teaching and Learning Process

- Dr. Marzano's Research-Based Best Practices
- Professor John Hattie's Research-Visible Learning
- Dr. DuFour's-Professional Learning Communities

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**Searching for the Gaps**

Step Four: Discover the Gaps

- Ineffective and Infrequent PBTE Process
- Lack of Timely and Specific Feedback
- Reflective Dialogue on Professional Practice Missing
- Disconnected and Unaligned Professional Development
- Curriculum Updates Needed to Prepare for Common Core

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**Closing the Gaps**

Step Five: Take Action to Insure that Instructional Leadership is the New Priority

- Realization that our District must Build the Capacity of Administrators and Teachers
- Searching for Resources to Support this Effort
- District Collaboration with NEE
- Train Administrative Team on Using the NEE System

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**Introduction of NEE to Team Members**

Step Six: Introduce the NEE Multiple Measure Teacher Evaluation System

- Requirement to Implement a New Teacher/Administrator Evaluation System Aligned to the New Teacher/Leader Standards
- NEE System Emphasizes Growth and Feedback
- NEE System Marries Evaluation with Professional Development/Growth

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## Principals- Leaders in Learning

Step Seven: Build Instructional Leadership

- Marshall Book Study
- Feedback-Fierce Conversations
- Goal of Coaching our Team to Greatness
- Calibrating our NEE Scores
- Modeling for our Teachers
- Principals Emerge as Instructional Leaders/Resources for Teachers

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## Real Change is Real Hard...

Step Eight: Implementation of the NEE System

- Focused Support Provided by NEE Staff
- Professional Development Aligned to NEE System Standards and Indicators
- Contracted with the American Alliance for Innovative Schools to Provide Additional High Quality Professional Development

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Introducing,

Missouri



Network for Educator Effectiveness System

<http://nee.missouri.edu/>

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**A good evaluation system....**

- is research-based
- meets HR needs (scalable, reliable, valid, appropriate for selection/retention)
- provides scale & standardization (consistent scoring across diverse settings, transparent, common lens/language, training & technical support)
- leads to improved quality and effectiveness of teaching through
  - targeted feedback
  - mentoring
  - targeted professional development

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**The Network for Educator Effectiveness System Overview**

- Flexible for each local district
- Web-based, shared access platform
- Required Evaluator Training/Certification
- Valid Measurable Scoring Guides
- Timely, reliable, data for teacher- and school-level improvement

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**The Network for Educator Effectiveness System Multiple Measures**

- Student Learning Outcomes
- Classroom Observation –
  - Eight 10-minute mini-observations
  - A few full-period observations
- Unit of Instruction
- Professional Development Plan
- Student Survey

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**Easy Teacher and Principal Access to Formative Data**

Formative Report of Educator Effectiveness

Teacher Name: Amy Smith  
 School: Madison Elementary  
 Supervisor: Jan Brown  
 Report Date: January 20, 2013

Indicator 1.1: Core Instructional Practices in subject matter - Group Instruction

Date	Rating	Comments
9/27/12 12:11:17 pm		Major elements were not submitted. The rating is the result of missing data.
10/27/12 1:07:12 pm		Rating pending. Strategy did receive lowest rating of all.
11/14/12 8:53:11 pm		During the observation period two different strategies were used that required most of the students to help together.
1/13/13 9:45:22		The data on this report was generated by the system software.

Indicator 1.1: Monitoring and Managing Student Learning

Date	Rating	Comments
9/27/12 10:14:04 am		The observation strategy used in class kept the teacher at the head of the classroom.
10/27/12 1:17:45 pm		Students' grouping strategy did receive lowest rating of all.

Network for Educator Effectiveness: Professional Growth Strategator

What makes it better than the other systems is that it is designed to be used by all educators, not just those who are currently in the system.

It is a system that is designed to be used by all educators, not just those who are currently in the system.

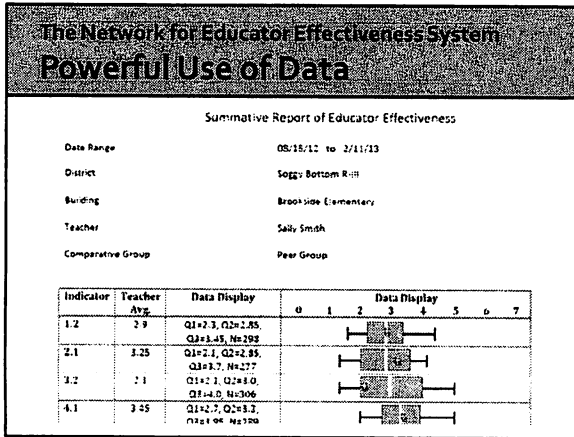
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**In the Network for Educator Effectiveness System Professional Development...**

- The system provides PD Resource Sheets linked to standards & indicators
- Has online PD resources, regional, and in-state workshops
- is high-quality with wide range of price and accessibility options
- is tailored to educators at all levels of experience and need




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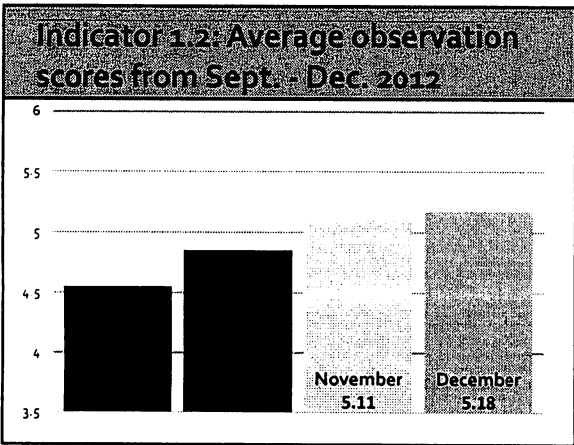
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Knob Noster R-VIII Highlighting the Impact of the Journey Toward Improving Instruction

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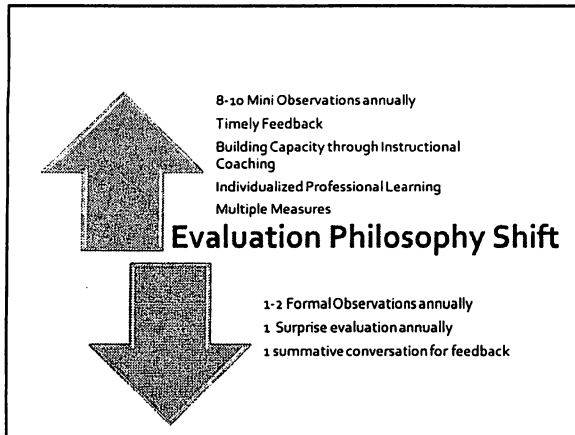
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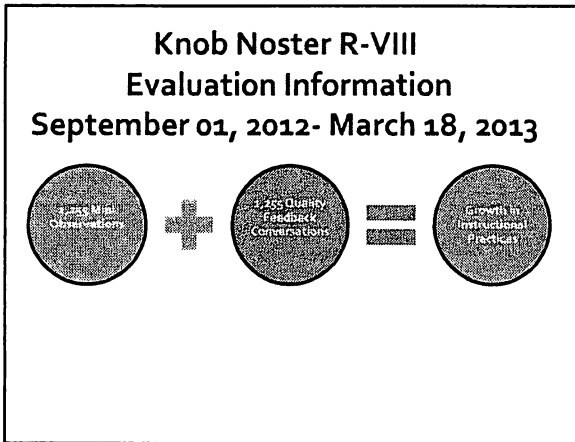
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**Knob Noster R-VIII School District  
Data and Perceptual Trends**

Step Nine: Assess Impact on Student Achievement

- Positive Trends in Elementary STAR Reading Scores
- Positive Trends in Study Island Math Scores in Elementary and Middle School

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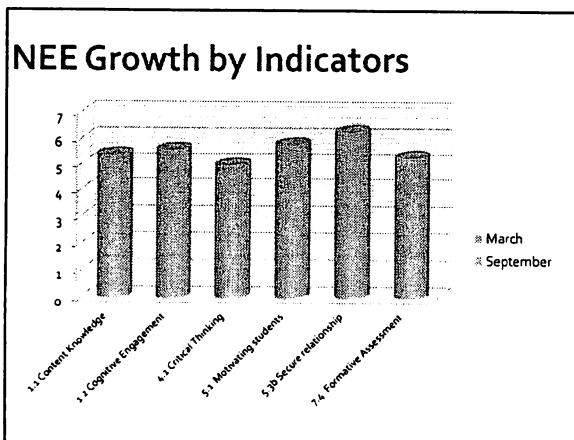
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### KN Score Card Community Survey Data

Focus of the District is on student achievement	3.95	4.20
Students in district have high academic achievement	3.78	4.20
All students are valued in the district	3.80	4.06
District staff care about students and seek to help them learn.	4.04	4.19
Students saying teachers make school interesting	3.73	3.88
Students' perception of instructional relevance	4.07	4.22
Knob Noster believes that all students can learn	4.14	4.29
Staff members work with students to develop their individual potential	3.83	3.93
Staff members are highly knowledgeable in their field	4.15	4.26
Staff members engage in professional learning that improves instruction annually	3.61	4.00
Average MS GPA	3.15	3.34
Average HS GPA	2.66	2.84

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### Transformation of the Teaching and Learning Process to Enhance Student Achievement and Professional Growth

Step Ten: Work Toward Full Implementation of the NEE System

- PLC Collaboration, Structures, and Calendar Enhanced to Support this Effort
- Pilot the Administrative NEE Evaluation System
- Continue to Provide High Quality Professional Development for All Team Members

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