

School Services Personnel Rubric: Delivery of Services

Problem Solving

Summer 2024

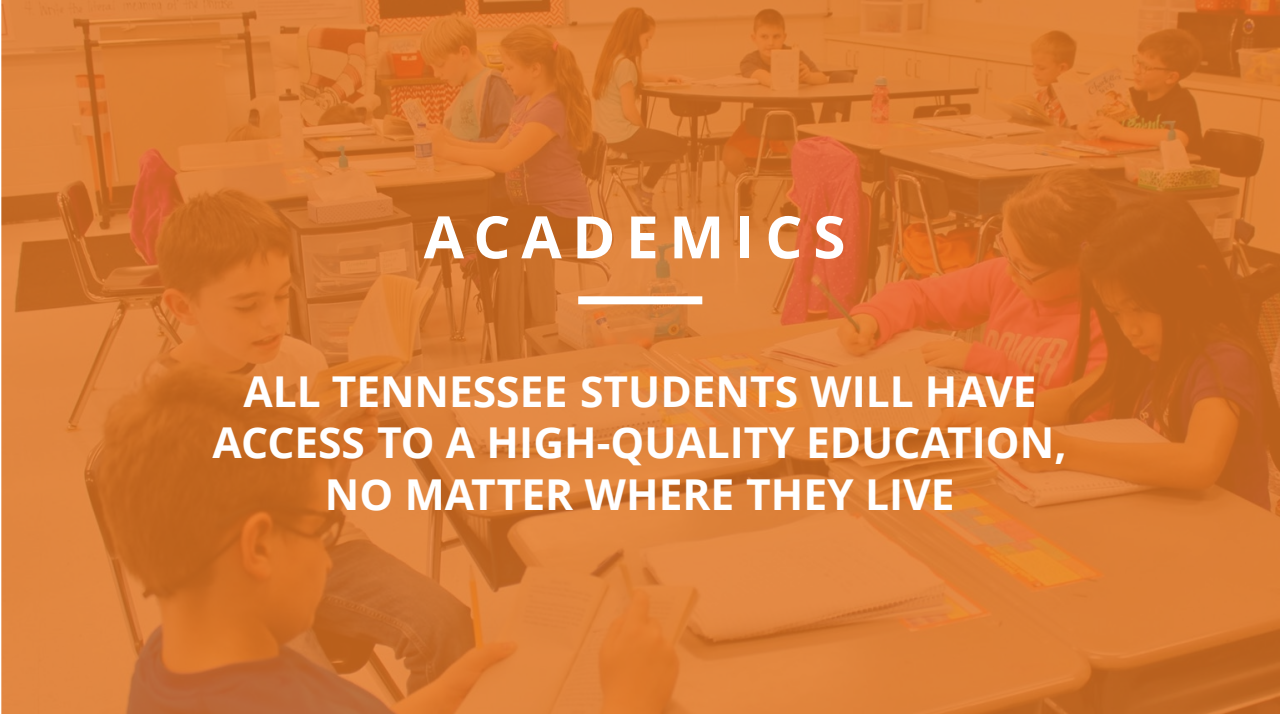
As always, please consult with your team and board attorney to ensure all data is handled in compliance with board policies and state and federal laws relating to student privacy.





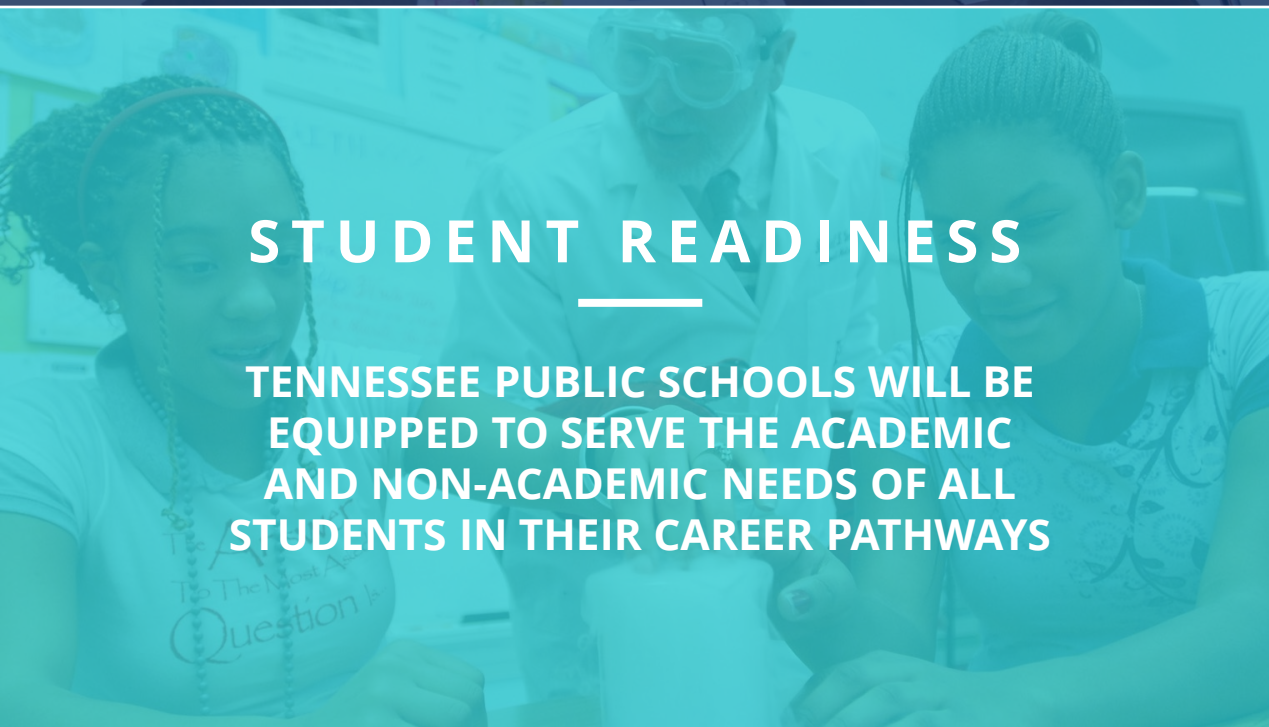
BEST FOR ALL

We will set all students on a path to success.



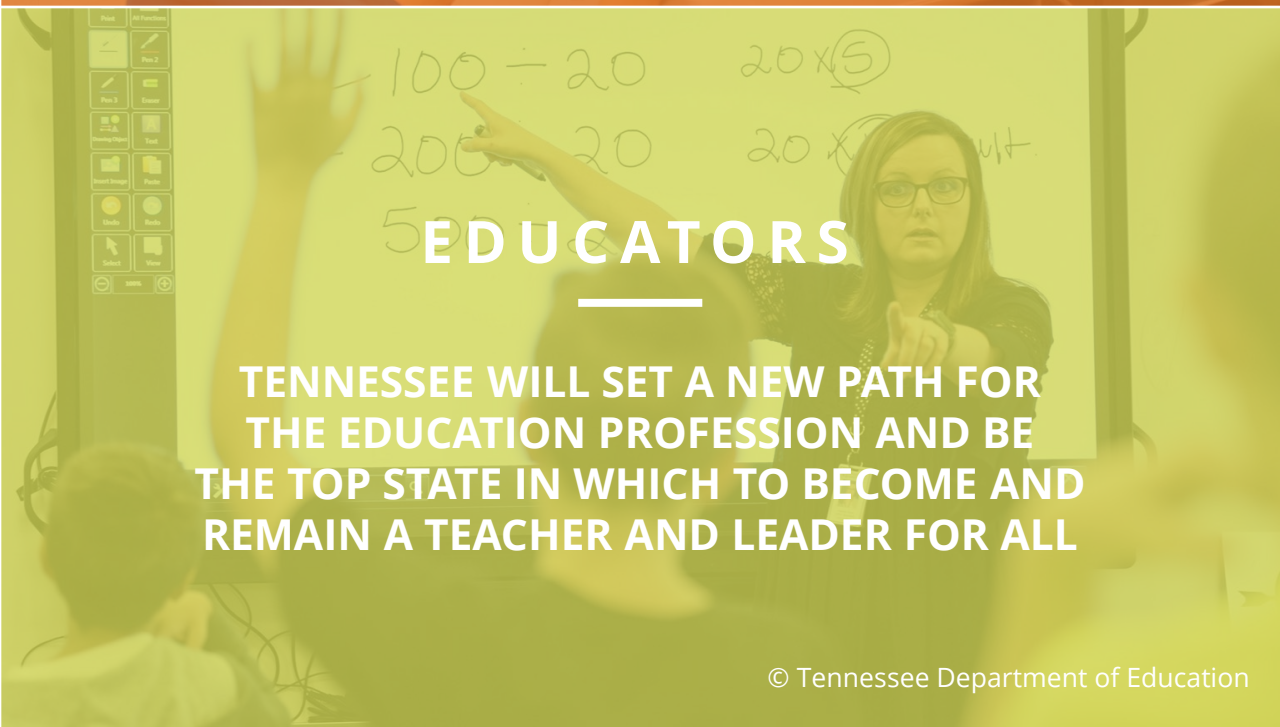
ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS



EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

Problem Solving



Problem Solving

The key to this indicator is the educator's ability to analyze school data to identify a need, then implement activities and programs that make a positive impact on the school data.

Examples of possible school needs:

- High number of discipline referrals
- Low student or teacher attendance
- Low student achievement
- Low graduation rate
- Low promotion rate
- Negative school climate



Evaluator Expectations

During the conference possible evaluator questions could be:

- *"What data do you consider when determining the focus for your scope of work?"*
- *"What types of activities have you implemented to address our school's needs?"*
- *"What specific change(s) in our school's data are you expecting to see as a result of this work?"*

Possible sources of evidence are found in the activities the educator implements. The evaluator determines the impact the activity has on school data.

Possible evidence could be:

- *Students document areas in which they can make behavioral improvements,*
- *Student achievement data changes after small group work, and/or*
- *attendance improves after contact with parents or guardians.*

This indicator aligns strongly with *Motivating Students, Knowledge of Students, and Activities and Materials.*

Indicator Descriptors

The educator implements activities that positively impact school data, including the following (as applicable):

- Discipline referrals
- Attendance
- Student achievement
- Graduation rate
- Promotion rate
- School climate
- Course enrollment patterns
- CTE on-time completers



Evidence Capture Example

As you watch this video, note how the instructional coach shares with the principal that she uses benchmark data analysis to determine the focus standards for teachers.

After the benchmark data analysis takes place, the evaluator should assess this activity and identify the impact on student achievement data.



Video featuring instructional coach Ashley Reeves under the guidance of 2023-2024 Tennessee Principal of the Year Tina Francis, Putnam County Schools

Evidence Capture Example

As you watch this video, note how the school counselor implements small groups, lunch bunches, and individual counseling sessions based on collected student behavior data.

After each of these sessions are implemented, the evaluator should assess how the activities impact school climate and discipline referrals.



Video featuring school counselor Emily Mullins under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

Evidence Capture Example

As you watch this video, note how the instructional coach shares that he builds trust with teachers before having difficult conversations during PLC meetings.

After the coach implements strategies to build trust with teachers, the evaluator should assess how this activity impacts school climate.



Video featuring instructional coach Taylor Dugger under the guidance of 2022-2023 Middle Grand Division Tennessee Principal of the Year April Sneed, Rutherford County Schools

Evidence Capture Example

As you watch this video, note how the interventionist describes how she will implement a smaller intervention group for a struggling student. This intervention can be observed during her small group lesson.

After the small group intervention is implemented, the evaluator should assess how this activity impacts student achievement.



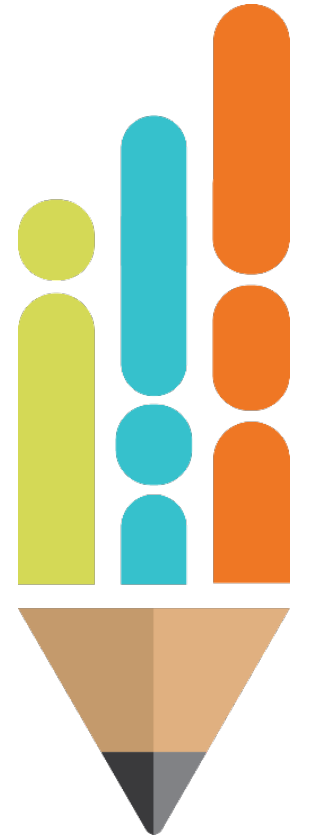
Video featuring interventionist Jennifer Kirby under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

Evidence Capture Practice

Watch the video and note the activity implemented. What area could this activity impact? What school data should the evaluator review to determine the impact of the activity?



Video featuring school counselor Christian Collins under the guidance of 2022-2023 Tennessee Principal of the Year Kyle Loudermilk, Kingsport City Schools

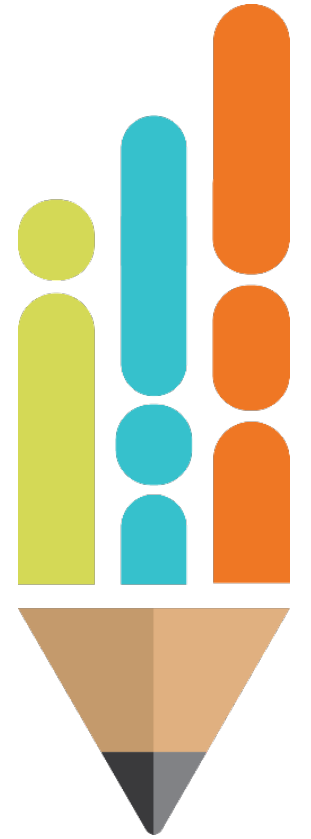


Share evidence you captured of the activity positively impacting school data.



Possible Evidence

The school counselor described a small group activity for teachers to implement. The activity is a small group circle that allows students to voice attendance concerns. This activity is designed to impact student attendance. After the activity is implemented, the evaluator should review student attendance records for impact.



Evidence Capture Practice

Watch the video and note the activity the school service personnel implemented. What area could this activity impact? What school data should the evaluator look at to determine the impact of the activity?



Video featuring school counselor Emily Mullins under the guidance of 2023-2024 South Central Core Region Tennessee Principal of the Year Layne Draper-Talbott, Bedford County Schools

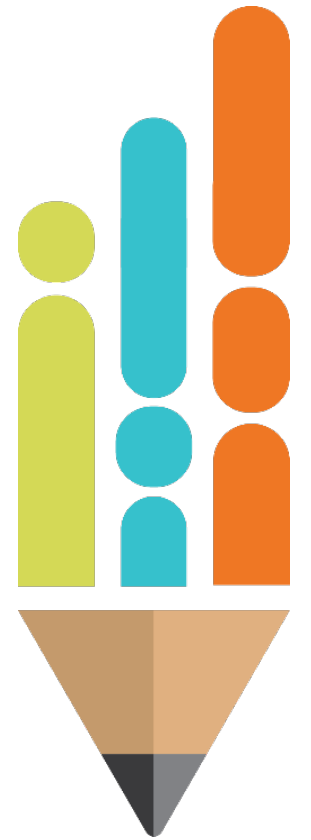


Share evidence you captured of the activity positively impacting school data.



Possible Evidence

The school counselor described the different activities at each tier of intervention. She conducts classroom lessons at tier one, small groups at tier two, and individual counseling for tier three. These activities impact discipline referrals and attendance. After these activities are implemented, the evaluator should then look at discipline referral data and attendance records to determine impact.

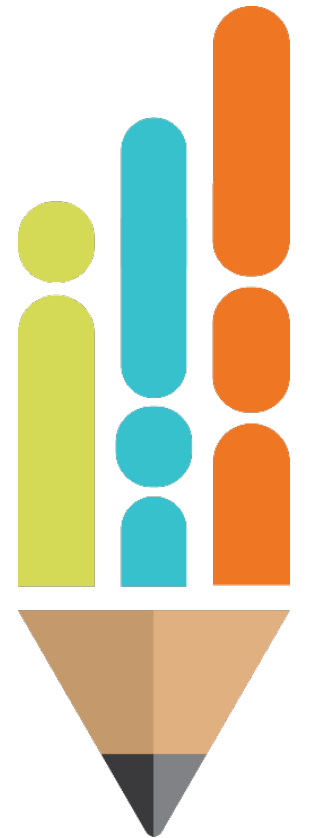


Evidence Capture Practice

Watch the video and note the activity the school service personnel implemented. What area could this activity impact? What school data should the evaluator look at to determine the impact of the activity?



Video featuring dean of students Stephen Baker under the guidance of 2022-2023 Tennessee Principal of the Year Kyle Loudermilk, Kingsport City Schools



Share evidence you captured of the activity positively impacting school data.



Possible Evidence

The dean of students described contacting parents to create rapport through personal phone calls and/or home visits. This impacts student achievement and discipline referrals. After the activities are implemented, the evaluator should then review student achievement data and discipline referral data to determine the impact.



Culminating Activity

Follow the QR code or the link below to access the form for the culminating activity.

https://stateoftennessee.formstack.com/forms/ssp_rubric_video_library

Please use the form to reflect on today's learning and provide feedback about this resource.



QR Code



Thank You!

Email questions to TEAM.Questions@tn.gov

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