TEXAS INSTRUCTIONAL LEADERSHIP

Action Coaching

An Introduction to Texas TLAC Online

CSOTTE 2019

What is Texas TLAC Online?

TexasTLACOnline.org

What is Texas TLAC Online?

A free resource aligned to Texas teacher and principal standards for teachers and school leaders to learn *and practice* high leverage, research-based Teach Like a Champion techniques on their campuses.

- Currently 24 modules designed by the Teach Like a Champion team
- Free to any educator: K-12, university, TEA or ESC employee in the state of Texas. No limit to the number of accounts per campus or district.
- Can be accessed on educators' own schedule, 24/7
- Cover 11 Teach Like A Champion techniques that:
  - Are most commonly assigned by school leaders, especially at the beginning of the year
  - Enhance opportunities for practice and feedback in an instructional coaching cycle
  - Foster strong classroom culture <u>and</u> enable academic rigor

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Texas TLAC Online Content

Built for the reality of busy teacher lives, each 15-minute module follows a similar design pattern:
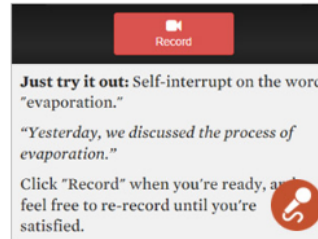
STEP INTO A CLASSROOM
Observe the technique in action with teachers and students.

SEE A MODEL
Watch members of Uncommon Schools' TLAC team modeling how to practice the technique.

PRACTICE
Record yourself practicing to review and share with others.

Some modules also include Doug Lemov in conversation with champion leaders and teachers about the benefits, impact, and nuances of the specific technique.

Texas TLAC Online currently has 24 modules covering 11 techniques in 3 categories:

Behavior and Culture	Planning for Achievement	Engaging Academics
What To Do	Double Plan	Cold Call
Radar	Plan For Error	Show Call
Least Invasive Intervention	Art of the Sentence	Stretch It
Strong Voice	Exit Tickets	

Through a TEA-sponsored program, Texas TLAC Online is available at no cost to all educators and education students in Texas.

- 24 modules covering 11 techniques in 3 categories.
- Each technique has anywhere from 1-5 modules.
- Each module follows a similar format.

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How does Texas TLAC Online align with Texas educator standards?

013.A: Demonstrate knowledge of the various purposes of the use of developmentally appropriate assessment for evaluating students across domains.

013.B: Apply knowledge of basic assessment terminology and of types, characteristics, uses, and limitations of formal, informal, and alternative assessments (e.g., developmental screenings, formative and summative assessments, observations, portfolios, state-mandated assessments, types of assessment accommodations and modifications, curriculum-based measures).

013.C: Apply knowledge of ways to develop and select developmentally appropriate assessments and assessment strategies (e.g., use of TEA resources such as formative assessment banks), ensure that assessments are aligned to instructional objectives and outcomes, and use assessment results to inform instruction and measure student progress throughout the content areas.

013.D: Apply knowledge of considerations and strategies for effectively administering assessments and documenting assessment outcomes.

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How does Texas TLAC Online align with Texas educator standards?

Competency 004: The entry-level principal knows how to monitor and assess classroom instruction to promote teacher effectiveness and student achievement.

A. *Monitors instruction routinely by visiting classrooms, observing instruction, and attending grade-level, department, or team meetings to provide evidence-based feedback to improve instruction

B. *Analyzes the curriculum collaboratively to guide teachers in aligning content across grades and ensures that curricular scopes and sequences meet the particular needs of their diverse student populations (considering sociological, linguistic, cultural, and other factors)

C. *Monitors and ensures staff use of multiple forms of student data to inform instruction and intervention decisions that maximizes instructional effectiveness and student achievement

D. *Promotes instruction that supports the growth of individual students and student groups, supports equity, and works to reduce the achievement gap

E. *Supports staff in developing the capacity and time to collaboratively and individually use classroom formative and summative assessment data to inform effective instructional practices and interventions

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How does Texas TLAC Online align with Texas educator standards?

Competency 005: The entry-level principal knows how to provide feedback, coaching, and professional development to staff through evaluation and supervision, knows how to reflect on his/her own practice, and strives to grow professionally.
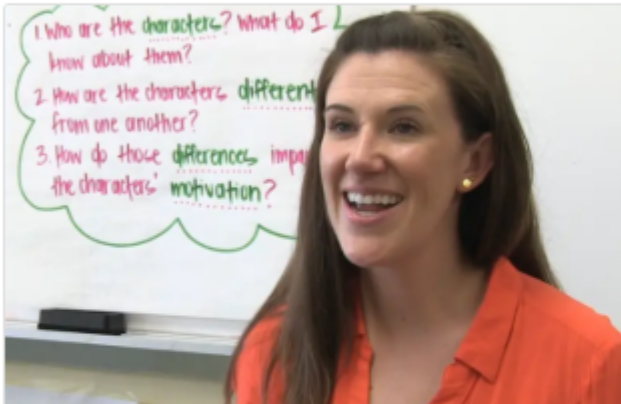
A. ***Communicates expectations to staff and uses multiple data points (e.g., regular observations, walk-throughs, teacher and student data, and other sources) to complete evidence-based evaluations of all staff**

B. ***Coaches and develops teachers by facilitating teacher self-assessment and goal setting, conducting conferences, giving individualized feedback, and supporting individualized professional growth opportunities**

C. ***Collaborates to develop, implement, and revise a comprehensive and ongoing plan for the professional development of campus staff that addresses staff needs based on staff appraisal trends, goals, and student information/data**

D. ***Facilitates a continuum of effective professional development activities that includes appropriate content, process, context, allocation of time, funding, and other needed resources**

E. Engages in ongoing and meaningful professional growth activities, reflects on his or her practice, seeks and acts on feedback, and strives to continually improve, learn, and grow

F. Seeks assistance (e.g., mentor, central office) to ensure effective and reflective decision making and works collaboratively with campus and district leadership

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Using Texas TLAC Online with principal candidates

- Have principals complete internalization exercises; build a common language around specific techniques included on Texas TLAC Online

- Watch a video that represents a 'teacher observation' and have principals practice assigning a high leverage action step that aligns to a technique from Texas TLAC Online

- Have principals watch embedded 'teacher practice' videos and practice giving feedback; evaluate their feedback using the sample exemplar feedback

- Model an observation feedback meeting for principals using a video from one of the modules as an exemplar of the skill you're working to grow in the teacher you're developing

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Practical Demonstration: Exit Ticket – Design Criteria

An Exit Ticket is a short, formative assessment that you can use to evaluate your students' success with the lesson objective. Check out the trainings below to learn how to design Exit Tickets effectively and how to analyze and act on the data you collect.

Design Criteria

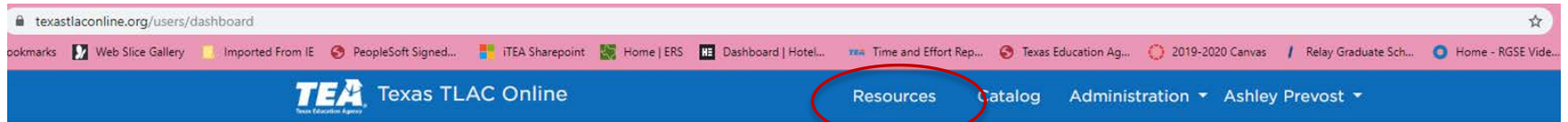Design an end-of-lesson assessment that provides formative data on student learning

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Analyze & Act

Use end-of-lesson assessment data to inform tomorrow's teaching

Go

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How else could you imagine using this resource?

Resources to Support Integration into Systems

- User dashboard shows # of completed modules, recommended next module, and contains link to full catalogue. Full catalogue in an easier to read format is also found on the homepage.
- Link to 'Resources' at top takes user to helpful resources with recommended internalization for different user profiles and guidance for incorporating the website into campus systems.

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Resources to Support Integration into Systems

Resources:
- Start Here Guide for different user profiles
- Guide to adjusting the techniques for populations with a high concentration of ELLs
- One-pager on how to share module practice with a coach or a colleague

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Start Here Guide

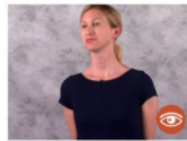### Overview of Texas TLAC Online

Texas TLAC Online provides 24 self-study modules to accelerate teachers' mastery of key *Teach Like a Champion* techniques. Each 15-minute module provides: A brief description of the technique, analysis of the technique through classroom video, the opportunity to record oneself engaged in a carefully designed practice and the option to send one's final practice to a coach or peer for feedback.

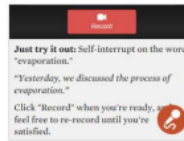Built for the reality of busy teacher lives, each 15-minute module follows a similar design pattern:

STEP INTO A CLASSROOM
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SEE A MODEL
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PRACTICE
Record yourself practicing to review and share with others.

Just try it out: Self-interrupt on the word "evaporation."

"Yesterday, we discussed the process of evaporation."

Click "Record" when you're ready, and feel free to re-record until you're satisfied.

TEA has invested in this resource to enhance the work of three groups of Texas educators:

1. ESC staff who are trained to disseminate the approach to teacher development codified in Uncommon Schools' Paul Bambrick Santoyo's Leverage Leadership and Get Better Faster.
2. District and school-based leaders wishing to use it as part of their coaching support of teachers
3. Individual teachers directing their own professional development

For each of these groups, this Start Here Guide will help you incorporate Texas TLAC Online into your support of others' (or your own) development.

Start Here

If you are an ESC staff member responsible for supporting district building leaders to use the Leverage Leadership/Get Better Faster frameworks, flip to **page 2.**
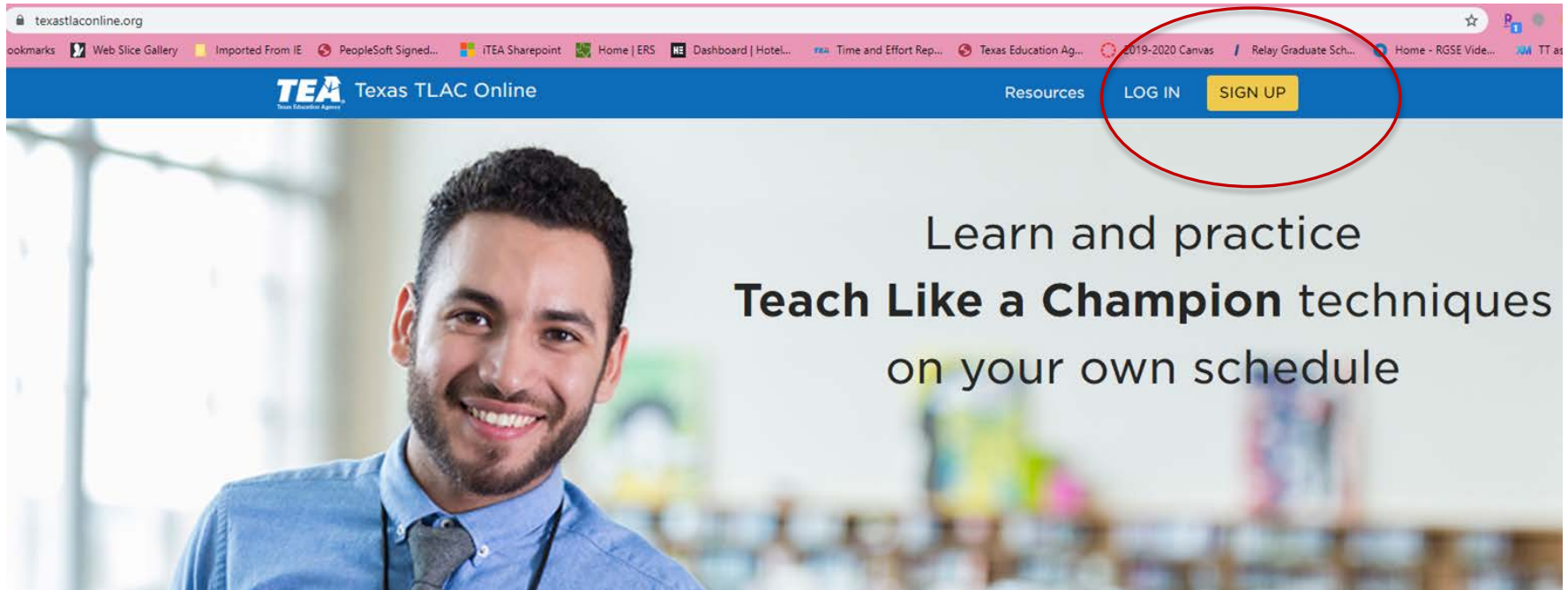
If you are a district leader or principal looking to use Texas TLAC Online to advance teacher development across your district or in your school, flip to **page 5.**

If you are a teacher looking to use Texas TLAC Online to expand and strengthen your teaching tool kit, flip to **page 8.**

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Start Here Guide is an extremely useful resource and contains:

- Recommendations for site familiarization and internalization for specific user profiles
- Guidance for coaches giving feedback on the techniques
- Opportunities to practice observing module practice similar to what they would receive from a teacher and crafting feedback
- Guidance for follow up classroom observation with teacher action and student impact look-fors
- Guidance on establishing systems, the GBF Crosswalk, and an EOY reflection template.

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Signing up for a Texas TLAC Online account

- Click on yellow 'Sign up' button on upper right
- Must sign up using education-related email (district, university, ESC, etc.) for immediate access
- If a user is not granted immediate access, Help Desk at Region 4 will need to verify eligibility for an account

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Next Steps

- Sign up for a Texas TLAC Online account. They're free!
- Review the Start Here Guide
- Complete recommended internalization steps to familiarize yourself with the resource and how you might integrate it into a course.

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Additional questions about how to navigate Texas TLAC Online can be directed to Ashley Prevost at :
Ashley.prevost@tea.Texas.gov

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