

# Camdenton Teacher Support System (CTSS)

DRAFT

Our primary goal is targeted teacher support



# Camdenton Teacher Support System

There are three DOMAINS in which we will coach teachers:

## Preparation and Planning Domain

- I. Preparation & Planning Elements which address teacher documentation of preparing to teach

## Observable Domain

- II. Observable elements which occur in the classroom during the lesson

## Professionalism Domain

- III. Professionalism elements that address teacher duties outside the classroom

# CTSS Process



# Establishing the Why, How, & End Result



Remove the isolation of the previous evaluation systems  
Desire for continuous improvement  
Provision of constant teacher support



Integration of walkthroughs and formative/summative observations into a cohesive system  
Feedback to support teacher growth



Teacher growth = student growth

# Walkthrough Purpose & Frequency

- Teacher's Perspective:
  - Consistent and frequent feedback based on 7-10 minute visits during a lesson
  - Supports provided to assist teachers in improving teaching and learning
- Administrator's Perspective:
  - Building level admin – 5 per day
  - District level admin – 5 per week

## Scorecard

- 2 or less per day = red
- 3 per day=yellow
- 5 per day= green
- 6 per day= blue
- 4 week numbers would be 60, 100, & 120
- The expectation is green and exemplar at blue.



# Formative Observations

## Tenured Teachers

*At least 1 per year*

## Probationary Teachers

Minimum 2 per year

## First Year Teachers

Minimum 3 per year

2 to be completed by Thanksgiving break



# Formative Evaluations

## Each FFE consists of:

- 1) Pre-Observation Meeting (Optional)
- 2) *Lesson/Unit Plan Review*
- 3) Classroom Observation (*minimum 20 minutes*)
- 4) *“Scoring” of the evidence*
- 5) Post-Observation Meeting to review:
  - 1) Total “score” of observation
  - 2) Professionalism “score”
  - 3) Support plan for recommendations





# Professionalism Rubric

- Used during each formative to address evidence related to :
  - - A. Using Student Data**
    - B. Collaboration**
    - C. Individual Growth and Reflection**
    - D. Professionalism & Accuracy of Record Keeping**

*Certified* \*\*\*\*\*  
**PROFESSIONAL**

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# Instructional Coaches for Instructional Support

- For the Purpose of Improving Teaching and Learning
  - Ongoing support
  - At Building Admin Request
  - Always Available For Support
- **Never to be used as an arm of the Administrative team**



# Tool and Warehousing Data



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