

Best Practices to Help Principals Develop Supportive and Professional Dialogue

Throughout the school year, work on developing a clear expectation of what effective teaching looks like and a shared language to discuss what is working and what needs to be improved.

Some ideas:

- Have school administrators partner with teacher leaders to provide an overview of the chosen rubric at a faculty meeting.
- In small groups, divide up the rubric and discuss examples of effective and highly effective practice in the classroom.
- Watch classroom videos together. Dig deeply into 1-2 competencies at a time and discuss strategies for moving teacher practice along the rubric.
- Collaboratively compile a list of exemplars or best practices observed in your school for each competency.
- Throughout the school year, identify resources and structures within your school to support teachers in developing a thorough understanding of the rubric (e.g., ARIS Learn, teacher team meetings, inter-visitations).
- Follow up on feedback previously given in future feedback conversations.

Develop shared norms among school leaders and teachers for engaging in feedback conversations.

Some ideas:

- Ask for teachers' input on what type of feedback they find most helpful.
- Promote self-reflection on the part of teachers and administrators before a feedback conversation. Self-reflection supports the development of a meaningful dialogue and a concrete plan that will ensure the teacher's growth and progression along the rubric.
- Have teacher teams design professional development activities that address common development needs across grade levels or departments.
- Work collaboratively to create a safe learning environment to support ongoing dialogue throughout the year.