

## **Advance Implementation: Job Embedded Support Overview- September 16, 2013**

The work of *Advance* is deeply connected to the 2013-2014 Citywide Instructional Expectations. When implemented well, *Advance* will be a powerful tool to drive continuous improvement of teacher practice across our system. Measures of teacher practice (MOTP), representing 60% of teachers' final evaluations, enable us to foster high-quality teaching, aligned to the Common Core Learning Standards. Measures of student learning (MOSL), which make up the remaining 40% of teachers' final evaluations, help us increase student achievement and track progress toward the goal that students at every grade level are on track to graduate from high school ready for college, careers, and other meaningful postsecondary opportunities.

Talent coaches serve as key sources of support for *Advance* implementation. Talent coaches are NYC educational administrators who have received extensive training on Danielson's *Framework for Teaching* and on coaching methods to support school leaders with implementing *Advance*, as well as on all aspects of implementation policy with deep experience on MOTP. Talent coaches will spend 80% of their time at school sites providing hands-on job embedded support to assistant principals and principals to further develop school leaders' capacity to support teacher development as we implement *Advance*.

### **Job Embedded Support**

**Purpose:** During job embedded support visits, the talent coach will support school leaders in assessing teacher practice and providing useful feedback to teachers aligned to Danielson's *Framework for Teaching*. The talent coach will also discuss strategies for implementing *Advance* in a way that is feasible and supports teachers to grow in their teaching practice in ways that lead to improved student outcomes. Talent Coaches are expected to work with school leaders and Network instructional staff to ensure alignment between their coaching and the school's plans for implementing the Citywide Instructional Expectations (CIE).

**Benefits:** Talent coaches serve as a critical resource to school leaders in several ways including:

- Providing logistical support to implement *Advance*,
- Supporting the fair and accurate evaluation of all 22 components of the Danielson *Framework for Teaching*,
- Working with school leaders to ensure that teachers receive relevant and specific feedback that helps them to improve their practice.

*The Job Embedded Support was by far the best training on Teacher Effectiveness any of us have experienced. All of us came away with a deeper understanding, practical next steps and more confidence.*

– Principal, June 2013

School leaders who experienced job embedded support in spring 2013 reported overwhelmingly that talent coach visits were valuable.

- 95% of principals agreed or strongly agreed that their talent coach was able to answer effectively the questions they had about the teacher effectiveness work.
- 94% of principals agreed or strongly agreed that their talent coach engaged them in professional learning that increased their understanding of how to use the Danielson rubric to accurately assess teacher practice.

**Feedback:** Just as teachers benefit from honest and timely feedback and development support, talent coaches benefit from input and feedback from school leaders. Talent coaches are accountable for ensuring that job embedded support continues to be valuable by learning from school leaders and differentiating their support. To this end, school leaders are asked to share feedback through a brief online feedback form following each job embedded support visit.

**Frequency:** Job embedded talent coach support will be differentiated at multiple levels. During the year, to ensure fair and accurate implementation of *Advance*, all schools will receive beginning, middle and end of year visits focused on implementing all aspects of the system. Beyond these visits, schools receive significant opportunities for differentiated coaching visits based on individual school needs; each coach will do over 200 visits within the Network during the year. Lead evaluators who have not completed the requirements for certification, including new principals, will receive prioritized job embedded professional development to meet these requirements.

**Next Steps:** The first cycle of job embedded support will begin in mid-September and continue through mid-October. Talent coaches will work collaboratively with Networks to schedule job embedded support visits.