



Gregory-Portland ISD Calibration Plan

The Teacher Performance component of TIA for Gregory-Portland ISD uses T-TESS, a multi-dimensional observation tool. The T-Tess rubric is used in conjunction with collected evidence to evaluate and inform each teacher’s performance and professional needs as an ongoing system of continuous improvement to ultimately impact student performance. The process itself best leads to that outcome when appraisers and teachers focus on evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration.

To support frequent feedback and coaching, Administrator’s sets to following criteria for observations:

T-TESS Walkthrough Observations	September-May	<ul style="list-style-type: none"> • 10-15 minute observations conducted throughout the year • Returning teachers received a minimum of 4, one per 9 weeks • New teachers receive a minimum of 8, two per 9 weeks • Focus on T-TESS Domains 2 & 3 and their eight dimensions • Written feedback required
Extended Observations w/ Conference	October-April	<ul style="list-style-type: none"> • One 45-minute observation • Focus on T-TESS Domains 2 & 3 and their eight dimensions • Written feedback and conference required
Summative Evaluation	March-May	<ul style="list-style-type: none"> • Includes review of all four T-TESS domains • Focus on T-TESS Domains 2 & 3 and their eight dimensions • Written feedback and conference required

Evaluators are a critical component for the effectiveness of the T-TESS tool. The purpose of the TIA Evaluator Calibration Process is to align understanding, aligns feedback, and align coaching. Gregory-Portland ISD will use a variety of approaches outlined below to ensure observations are strongly calibrated.

Component 1: Evaluator Accuracy *to be completed summer 2022, additional activities throughout the year*

Through observing and scoring a video of classroom instruction, evaluators demonstrate accuracy on all indicators in Domains 2 and 3. Additional calibration activities may be included in administrator meetings throughout the year. Note, evaluators are required to maintain T-TESS evaluator certification, which requires a separate re-certification process every three years.

Component 2: Inter-Campus Calibration Walkthroughs *ongoing, throughout the year*

Through campus walkthroughs in conjunction with their Executive Directors, evaluators demonstrate accuracy on indicators in Domain 2 and 3, including accuracy in scoring and in evidence collection.

Component 3: Data Analysis *ongoing, throughout the year*

Through data analysis of T-TESS data Gregory-Portland ISD Administration, Executive Directors, and evaluators ensure alignment of evaluators across campuses and content areas. Additional data review is completed to check congruency of observation with student growth outcomes. Areas of concern are identified and a root cause analysis is performed to target areas of concern, if applicable.

Month	Observation Calibration Plan	Who will participate?
July	Data Analysis <ul style="list-style-type: none"> - Analyze the previous year’s teacher observation data. Look for areas of skew by appraiser, campus, grade level, and teaching assignment. Determine whether teachers’ observation scores align to student growth data. 	<ul style="list-style-type: none"> - District leaders - Principals
	Strategic Planning & Decision-Making <ul style="list-style-type: none"> - Create a strategic plan to address problem areas in the observation data. Plan should include specific dates and deadlines as well as measurable goals to determine progress. - Determine the observation requirements (quantity and frequency) based on the strategic plan - Define “calibrated”. This district has decided that two appraisers are calibrated to each other if 50% of their ratings are an exact match AND 80% of their ratings are within one level of teacher effectiveness. 	<ul style="list-style-type: none"> - District leaders - Principals
August	Certification <ul style="list-style-type: none"> - New appraisers attend three-day T-TESS certification training. - Appraisers who were T-TESS certified three or more years ago attend T-TESS certification training again. 	<ul style="list-style-type: none"> - New appraisers - Appraisers who need to re-certify
	Calibration <ul style="list-style-type: none"> - Returning appraisers with current T-TESS certification attend a calibration session facilitated by district leaders. During this session they review T-TESS and practice rating instruction using videos. They must pass a calibration assessment at the end of the training. Those who do not pass engage in one-on-one coaching with their manager. 	<ul style="list-style-type: none"> - Returning appraisers who were certified less than three years ago - District leaders
	All-Appraiser Professional Development <ul style="list-style-type: none"> - All appraisers attend a district-wide training. The objective is to share the observation data analysis that district leaders completed over the summer as well as the district’s strategic plan for addressing areas of growth in observation data. - Communicate the observation requirements for the school year. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers
	Teacher Professional Development <ul style="list-style-type: none"> - New teachers attend a training to develop a conceptual understanding of how T-TESS defines excellent instruction. - Returning teachers attend a refresher training on T-TESS. - All teachers receive an update on district priorities around teacher observation as well as any changes to appraisal processes for this year. - Communicate the observation requirements for the school year. 	<ul style="list-style-type: none"> - Teachers - District leaders - Principals
	Create Observation Schedules <ul style="list-style-type: none"> - Campus evaluators work together to create a year-long observation schedule that meets the follow criteria: <ul style="list-style-type: none"> o Includes a minimum of one long (45-minute) o 10-15 minute observations conducted throughout the year. Returning teachers received a minimum of 	<ul style="list-style-type: none"> - Principals - Principal managers

	4, one per 9 weeks , New teachers receive a minimum of 8, two per 9 weeks	
September	Inter-Campus Calibration Walkthroughs <ul style="list-style-type: none"> - Middle and high school principals co-observe three classrooms at a middle school and calibrate. - Elementary principals co-observe three classrooms at an elementary school and calibrate 	<ul style="list-style-type: none"> - Middle and high school principals - Elementary principals - District leaders
	Initial Observations <ul style="list-style-type: none"> - Walk through classrooms of teachers scoring three or higher on T-TESS. - Complete one short observation of all teachers who are new to the district or had a T-TESS score less than three last year. 	<ul style="list-style-type: none"> - Appraisers
October	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule created in September. 	<ul style="list-style-type: none"> - Appraisers
	Inter-Campus Calibration Walkthroughs <ul style="list-style-type: none"> - Middle and high school principals co-observe three classrooms at a high school and calibrate. - Elementary principals co-observe three classrooms at an elementary school and calibrate. 	<ul style="list-style-type: none"> - Middle and high school principals - Elementary principals - District leaders
	Campus Calibration <ul style="list-style-type: none"> - Campus appraiser teams complete single-dimension calibration protocol - Each appraiser completes one calibration co-observation with their manager. 	<ul style="list-style-type: none"> - Principals - Appraisers
	Observation Data Dive #1 <ul style="list-style-type: none"> - After October assessments, compare student growth data with teacher observation data and check for positive correlation. - Check for skew by appraiser, campus, subject and grade level. - Determine strategic areas of focus and next steps around teacher observations for Quarter 2 based on the data. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers
November	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	<ul style="list-style-type: none"> - Appraisers
	Inter-Campus Calibration Walkthroughs <ul style="list-style-type: none"> - Middle and high school principals co-observe three classrooms at a middle school and calibrate. - Elementary principals co-observe three classrooms at an elementary school and calibrate. 	<ul style="list-style-type: none"> - Middle and high school principals - Elementary principals - District leaders
	Campus Calibration <ul style="list-style-type: none"> - Each appraiser completes one calibration co-observation with their manager or another appraiser. - Campus appraiser teams conduct a calibration walkthrough of math and science classrooms. 	<ul style="list-style-type: none"> - Principals - Appraiser managers - Appraisers
December	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	<ul style="list-style-type: none"> - Appraisers

	<ul style="list-style-type: none"> - Ensure that appraisers have some collected evidence of teacher effectiveness for every teacher. 	
	Inter-Campus Calibration Walkthroughs <ul style="list-style-type: none"> - Elementary principals co-observe three classrooms at an elementary school and calibrate 	<ul style="list-style-type: none"> - Elementary principals - District leaders
January	Informal Mid-year Performance Conferences Appraisers meet with individual teachers and discuss observation ratings, general strengths and areas of growth, student growth goals and other professional goals.	<ul style="list-style-type: none"> - Appraisers - Teachers
	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	<ul style="list-style-type: none"> - Appraisers
	Observation Data Dive #2 <ul style="list-style-type: none"> - Compare student growth data from December assessments with teacher observation data and check for positive correlation. - Check for skew by appraiser, campus, subject and grade level. - Determine strategic areas of focus and next steps around teacher observations for Quarter 3 based on the data. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers
	Campus Calibration <ul style="list-style-type: none"> - Each appraiser completes one calibration co-observation with their manager or another appraiser. - Campus appraiser teams conduct a calibration walkthrough of reading, writing and social studies classrooms. 	<ul style="list-style-type: none"> - Principals - Appraiser managers - Appraisers
	Mid-Year Appraiser Training <ul style="list-style-type: none"> - District leaders facilitate training for all appraisers to review observation data and correlation data from the first semester as well as collaborate on 2nd semester priorities around teacher observation. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers
February	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	<ul style="list-style-type: none"> - Appraisers
	Campus Calibration <ul style="list-style-type: none"> - Campus appraiser teams conduct a calibration walkthrough of electives classrooms. If the appraisers are not calibrated (see calibration definition in July), the appraiser team decides key next steps to increase calibration. 	<ul style="list-style-type: none"> - Principals - Appraisers
	Calibration Checkpoint <ul style="list-style-type: none"> - Each appraiser completes one video calibration and submits their ratings to a district leader who determines whether the appraiser is calibrated. If an appraiser does not calibrate, they have a 2nd attempt before being required to attend an appraiser refresher training. 	<ul style="list-style-type: none"> - Appraisers - District leaders
	Appraiser Refresher Training <ul style="list-style-type: none"> - Appraisers who do not calibrate attend a refresher training led by the district. 	<ul style="list-style-type: none"> - Any appraiser who did not calibrate on the video calibration - District leaders
March	Execute Observation Schedule	<ul style="list-style-type: none"> - Appraisers

	<ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	
	<p>Campus Calibration</p> <ul style="list-style-type: none"> - Each appraiser completes one calibration co-observation with their manager or another appraiser. - Campus appraiser teams conduct a single-component walkthrough. 	<ul style="list-style-type: none"> - Principals - Appraiser managers - Appraisers
	<p>Inter-Campus Calibration Walkthroughs</p> <ul style="list-style-type: none"> - Based on current need, school appraiser teams that are not highly calibrated to the district will participate in calibration walkthroughs partnered with schools that are highly aligned. 	<ul style="list-style-type: none"> - Principals - Appraisers - District leaders
April	<p>Execute Observation Schedule</p> <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the year-long schedule. 	<ul style="list-style-type: none"> - Appraisers
	<p>Observation Data Dive #3</p> <ul style="list-style-type: none"> - Compare student growth data from March assessments with teacher observation data and check for positive correlation. - Check for skew by appraiser, campus, subject and grade level. - Determine if there are teachers to prioritize in terms of collecting sufficient, valid observation data. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers
	<p>Campus Calibration</p> <ul style="list-style-type: none"> - Each appraiser completes one calibration co-observation with their manager or another appraiser. 	<ul style="list-style-type: none"> - Principals - Appraiser managers - Appraisers
May	<p>Final observations</p> <ul style="list-style-type: none"> - Appraisers conduct any final teacher observations according to the year-long schedule. - Appraisers and leaders determine if they need additional observation data for any teachers and collect that data. 	<ul style="list-style-type: none"> - Appraisers
	<p>End-of-Year Performance Conferences</p> <ul style="list-style-type: none"> - Appraisers meet with individual teachers and discuss observation ratings, general strengths and areas of growth, student growth goals and other professional goals. 	<ul style="list-style-type: none"> - Appraisers - Teachers