Effective Schools Framework and Texas Instructional Leadership Overview

Presented by
Nancy Webster and Alyson Schafer
Agenda

1. Why ESF?
2. How does the ESF work?
3. Why TIL?
4. How does TIL build skill?
5. Key Dates
Why ESF?
The Effective Schools Framework

What are the highest-leverage practices that highly-effective schools have in place to ensure quality learning outcomes for students?

How do we build a common language, training, and support around these practices?
What the Effective Schools Framework (ESF) Is and Isn’t

<table>
<thead>
<tr>
<th>The ESF is...</th>
<th>The ESF isn’t...</th>
</tr>
</thead>
<tbody>
<tr>
<td>• A common language to create a shared understanding of essential actions for schools</td>
<td>• A definition of the whole universe of possible school improvement actions or supports</td>
</tr>
<tr>
<td>• A diagnostic guide to identify strengths and gaps and help schools know where to prioritize</td>
<td>• A silver bullet answer to all that might ail a struggling school</td>
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<tr>
<td>• A scaffolded and sequenced roadmap to school improvement with an emphasis on Tier 1 instruction and the elements necessary to ensure its effectiveness (“First things first”)</td>
<td>• A paint-by-numbers implementation plan, devoid of local context</td>
</tr>
<tr>
<td>• A framework to align school improvement stakeholders and supports (LEAs, ESCs, TEA, 3rd Party Providers)</td>
<td>• Only for struggling schools</td>
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The Effective Schools Framework aims to address gaps in the previous approach to School Improvement

From

- Broad categories open to individual interpretation across stakeholders (LEAs, ESCs, PSPs, TEA)
- Greater chance of schools not knowing where to start in their improvement paths
- An emphasis on the campus principal and the individual school

To

- More focused and normed understanding of best practices
- Narrower guardrails to guide schools toward effective prioritization
- An emphasis on the district conditions necessary for campuses to succeed
How does the ESF work?
How does the ESF work?

**ESF Aligned Diagnostic**
ESF Facilitator, DCSI or other district staff, and Principal participate in diagnostic.

**Outcome:** 2-3 ESF aligned focus areas that indicate WHAT the campus needs to address

**Root Cause**
ESF Facilitator, DCSI or other district staff, Principal and CLT conduct root cause analyses.

**ESF aligned planning**

**Implementation**
on ESF aligned activities

**Monitoring**
DCSI or other district staff, Principal, CLT (TEA SI team if IR/comp)

Connect to ESF-aligned tools, resources, supports
ESF

Defines the best practices.

TIL

Builds the skill.
Why TIL?
When it comes to instructional leadership...

- What are the best practices that produce great instruction in every classroom?

- How can we help more educators do more of those things?
High-Leverage Practices

- Observation & Feedback
- Data-Driven Instruction
- Student Culture
- Practice-Based Professional Development
Phases of TIL Implementation

PHASE 1
“Learn”
Analyze the landscape of current 3rd party providers of Instructional Leadership training

PHASE 2
“Define & Develop”
Develop and build capacity around a shared definition of Texas Instructional Leadership

PHASE 3
“Implement”
Implement Texas Instructional Leadership Training and Implementation Support Services statewide
Phase 1: How did we do in our pilot locations?

- 58 Campuses in 3 geographic regions
- 117% increase in A/B campuses
  - From 12 to 26
- 48% decrease in D/F campuses
  - From 27 to 14
5721 more students on A/B Campuses
5045 less students on D/F Campuses
Phase 1: How did we do in Region 4?

<table>
<thead>
<tr>
<th>District</th>
<th>Campus</th>
<th>Approaches</th>
<th>Meets</th>
<th>Masters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fort Bend</td>
<td>Briargate (FIR)</td>
<td>49%</td>
<td>93%</td>
<td>+ 44</td>
</tr>
<tr>
<td>Fort Bend</td>
<td>Ridgemont (IR)</td>
<td>51%</td>
<td>79%</td>
<td>+ 28</td>
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<tr>
<td></td>
<td></td>
<td>Reading 2017</td>
<td>Reading 2018</td>
<td>Change</td>
</tr>
<tr>
<td>Fort Bend</td>
<td>Briargate (FIR)</td>
<td>35%</td>
<td>80%</td>
<td>+ 45</td>
</tr>
<tr>
<td>Fort Bend</td>
<td>Ridgemont (IR)</td>
<td>40%</td>
<td>67%</td>
<td>+ 27</td>
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Phase 2: Successes

- Year 1 campuses have continued implementing TIL practices
- TIL Action Coaching Pilot
Action Coaching Pilot

- Observation & Feedback
- Data-Driven Instruction
- Student Culture
- Practice-Based Professional Development
"Action coaching has provided principals and leadership teams with a framework and tools for coaching and developing teachers in our most struggling schools. I have observed teams who participate in this training model change not only their own mindsets regarding feedback, but also teachers’ willingness to accept the feedback. Every leader who participated has made a commitment to continue to practice and use the framework."

– Katy Roede, Director of School Improvement and Strategic Planning, Aldine ISD
Alignment between TIL and the ESF

Prioritized Lever 2: Effective, Well-Supported Teachers
- Recruit, select, assign, induct, and retain a full staff of highly qualified educators
- Build teacher capacity through observation and feedback cycles

Tight alignment between ESF essential actions and TIL training programs
How does TIL build skill?
TIL Training Cadence

- Face-to-Face Professional Development
- Implementation Support
- One on One Coaching
TIL Training Cadence

Face-to-Face Professional Development

Implementation Support

One on One Coaching
Phase 3: 2019–2020

- TIL will be available to support campuses
  - Attend Preview Session
  - Application Process
    - Readiness Assessments
    - Success Criteria
  - Selection and Assignment to Training and Cohort
    - We tentatively plan to have two start dates—Summer Cohort & September Cohort
      - Action Coaching Cohort, Data-Driven Instruction Cohort, School Culture Cohort
      - Though TIL is a suite of trainings, districts teams will be in one of the cohorts
## Phase-in of TIL (Draft)

<table>
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<tr>
<th>Timeline</th>
<th>TIL Implementation</th>
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<tr>
<td>April 1, 2019</td>
<td>District leaders attend Preview Session</td>
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<tr>
<td>April 2019</td>
<td>Districts apply to be in a Region 4 TIL Cohort</td>
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<tr>
<td>May 2019</td>
<td>Districts are accepted into a TIL cohort</td>
</tr>
<tr>
<td>June-July 2019</td>
<td>TIL cohorts begin face-to-face trainings</td>
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## School Improvement Timeline (Draft)

<table>
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<tr>
<th>Stage</th>
<th>Timeline</th>
<th>ESF Diagnostic</th>
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<tr>
<td>Transitional Year</td>
<td>Spring 2019</td>
<td><strong>Opt-in</strong> ESF Diagnostic for <strong>IR1 and Comprehensive campuses</strong>*</td>
</tr>
<tr>
<td></td>
<td>Fall 2019</td>
<td><strong>Required</strong> ESF Diagnostic for <strong>IR2 and Comprehensive campuses who haven’t opted in during the Spring window</strong></td>
</tr>
<tr>
<td>Updated SI Timeline</td>
<td>Spring 2020</td>
<td><strong>Required</strong> ESF Diagnostic for <strong>IR1 and Comprehensive campuses</strong>*</td>
</tr>
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*Goal of campuses continuing to pursue plan even if they do not remain in Improvement Required status*
How do the Effective Schools Framework and TIL Trainings interact and align?

The Effective Schools Framework defines the best practices effective schools engage with on a daily basis.

8 of the 13 essential actions within the ESF directly align to TIL training content. The TIL trainings are intentionally designed to build campus and district skill in the highest-leverage practices campuses can take in order to improve.

When a campus engages in an ESF diagnostic, the goal is to support the campus in the pursuit of training aligned to their focus areas for improvement, including TIL trainings.
Important Dates

● **RAC: March 5, 2019**
  ○ Superintendents will receive an overview of the ESF process.

● **ESF Roadshow: March 19 – 20, 2019**
  ○ After the roadshow, Region 4 will provide Districts with the opportunity to opt-in to ESF for Spring 2019.

● **TIL Preview Session: April 1, 2019**
  ○ Complete google form if you want to be included on communication regarding the Preview Session.
TIL Preview Session

- TIL Preview Session: April 1, 2019
  - Complete google form if you want to be included on communication regarding the Preview Session.

  https://tinyurl.com/TILPreviewSession
Contact Information

Nancy Webster
Senior Specialist, School Improvement
nancy.webster@esc4.net

Alyson Schafer
Manager, Instructional Leadership
alyson.schafer@esc4.net