

The School Improvement Best Practices strategy is designed to support schools in adopting the essential components that drive professional and student growth and will continue during the 2022-2023 school year. LDOE has partnered with the National Institute for Excellence in Teaching (NIET) to develop, implement, and support five School Improvement Best Practices. The five best practices are:

- instructional leadership team support,
- teacher collaboration support,
- teaching standards support,
- principal standards support, and
- career pipeline support.

All schools in Louisiana can participate in this opportunity to support implementation of these essential practices through training sessions during Summer 2022. Educators in all schools can benefit from these best practices, no matter what the current school performance might be. Through these practices, all educators and their students reap the awards of strong leadership practices, teacher collaboration, teaching standards, and career opportunities.

New this year:

- All CIR and UIR-A schools will be required to participate in the Instructional Leadership Team (ILT) Support **and** Teacher Collaboration Support training sessions, as well as the accompanying online portal and two days of on-site and/or virtual coaching as follow-up support to the training.
 - If a CIR or UIR-A school participated in ILT support or Teacher Collaboration support trainings in Summer 2021, then it is required that they complete the “next level” training in that area in Summer 2022.
 - If a CIR or UIR-A school did not participate in ILT support and Teacher Collaboration support trainings in Summer 2021, then it is required that they complete the “foundational” training in those areas in Summer 2022.
- LDOE will offer each of these trainings at two levels. Level 1 will consist of Best Practices Foundational Trainings. The foundational level is designed for schools who are participating in any of the training sessions for the **first time**. Level 2 will consist of Best Practices Next Level Trainings. The next level training is for leadership team members from schools that have completed a Best Practice training in summer 2021 and now want to delve further into that best practice. Next Level Trainings will move participants beyond the foundational aspects that were introduced in the Summer 2021 introductory session.
 - Schools should select the best practice training they would like to attend and then determine if they meet the criteria to attend the Level 1 or Level 2 version of the training.
 - Schools cannot participate in both a Level 1 and Level 2 training on the same topic.
 - Only schools who participated in the Summer 2021 training can participate in any of the Level 2 Next Level Trainings.
 - Schools may do a combination of Level 1 Best Practices Foundational Training and Level 2 Best Practices Next Level Training. For example, if a school participated in ILT training in Summer 2021, then the school may select to participate in ILT Level 2 training in Summer 2022 and Teacher Collaboration Level 1 training in Summer 2022.

School systems can apply for funds for CIR/UIR-A sites through Super App (opening in November), or for their non CIR/UIR-A sites through Achieve! Incentive Planning round 1 application (due October 7).

Below are the requirements with any best practice component selected.

- Training session(s) around the selected component(s)
- Purchase and use of the online portal
- Two days of on-site and/or virtual coaching as follow up support to the training session(s)

Use the chart below for details on the training sessions and funding requests for Super App for each best practice. More details on these training sessions will be released this spring. Please email Markecia.Barthelemy@la.gov with questions.

Portal and Coaching	Description	Funding Request
Portal Access and Coaching Support*	<p>Schools will receive access to EE PASS, an online content library and data management system, which is used in all training sessions to provide continuity of learning, resource access, and self-study opportunities throughout the year. Schools will receive two days of onsite and/or virtual coaching (one per semester) focused on effective implementation of one or more of the best practices and will be tailored in consultation with each district/school.</p> <p>*This is a required, one-time purchase for the 2022-2023 school year. This component must be included if at least one Best Practice below is selected.</p>	\$8700 per CIR/UIR-A school

Best Practice	Description	Funding Request
Instructional Leadership Team Support	<p>Effective instructional leadership doesn't happen by chance and doesn't happen in isolation. It takes a team of school leaders working together to support the implementation of best instructional practices and high-quality curricula in order to consistently impact student achievement and teacher effectiveness.</p> <p>Series 1: Best Practices Foundational Training In this two-day session, participants will have the opportunity to explore how to structure, plan, and implement effective leadership team meetings to address the challenges schools are facing today such as unfinished learning and supporting teachers as they adapt to virtual, blended, and in-person modalities. Artifacts and video exemplars from the field will be used to illustrate how leadership teams analyze data, obtain new learning based on student and teacher need, and develop plans for implementing solutions identified. At the end of this session, school teams will have an action plan developed to guide their next steps in planning for their own instructional leadership teams. As part of a self-study component, access to EE PASS content library that includes video examples of ILT meetings, samples of meeting agendas, and planning guides/tools. Access will be available throughout the 2021-2022 school year.</p> <p>This session will focus on the following:</p> <ul style="list-style-type: none"> ● Improving classroom instruction through analysis of teacher and student data. ● Incorporating best instructional practices for high impact leader actions. ● Providing teachers with regular, high-quality feedback and support through an observation/feedback cycle. <p>Series 2: Best Practices Next Level Training In this two-day session, participants will have the opportunity to enhance the process for planning for effective leadership team meetings to address the challenges schools are facing today. Artifacts and video exemplars from the field will be used to illustrate how to plan and design agendas for leadership team meetings using formal and informal data from students and teachers to guide the process. Leadership teams will have the opportunity to plan together with the support of NIET Specialists for the first quarter of the school year. In addition, teams will sketch out a blueprint of their leadership long range plan that will guide the remainder of the school year's plans for leadership. As part of a self-study component, access to EE PASS content library that includes video examples of ILT meetings, samples of meeting agendas, and planning guides/tools. Access will be available throughout the 2022-2023 school year.</p>	\$1000 per CIR/UIR-A school

Best Practice	Description	Funding Request
Teacher Collaboration Support	<p>Building the capacity of teachers drives high-quality instruction and advances student growth. As such, it is critical for schools to provide ongoing, job-embedded professional development for educators that is teacher-led and student-focused.</p> <p>Series 1: Best Practices Foundational Training In this two-day session, school teams will learn how to effectively structure, organize, and lead regularly scheduled professional development meetings that focus on how to plan, discuss, and assess lessons using a high quality curriculum. As part of a self-study component, access to NIET’s EE PASS content library that includes video examples of PLC/Cluster meetings, samples of meeting agendas, and planning guides/tools. Access will be available throughout the 2021-2022 school year.</p> <p>This session will focus on the following:</p> <ul style="list-style-type: none"> ● Collaboration around the use of high-quality curriculum and meeting the needs of all students. ● Planning for individual lessons. ● Deepened understanding of the units within the curriculum. <p>Series 2: Best Practices Next Level Training In this two-day session, participants will have the opportunity to extend their knowledge of effective Teacher Collaboration to address the challenges teachers are facing today. Artifacts and video exemplars from the field will be used to illustrate how to plan and design agendas for teacher collaborations using formal and informal data from students and teachers to guide the process. Teams will have the opportunity to plan for teacher collaborations and meeting agendas with a focus on creating an intentional plan for teacher reflection. During this planning time, teams will have the support of their leaders and also NIET Specialists as they plan for the first quarter of the school year. In addition, teams will sketch out a long-range plan for teacher collaborations that will guide the remainder of the school year’s plans. As part of a self-study component, access to NIET’s EE PASS content library that includes video examples of PLC/Cluster meetings, samples of meeting agendas, and planning guides/tools. Access will be available throughout the 2022-2023 school year.</p>	\$1000 per CIR/UIR-A school

Best Practice	Description	Funding Request
Teaching Standards Support	<p>Educators need a strong understanding of instructional best practices and leaders who can model, identify, and support growth in those best practices. Schools need to utilize a strong set of valid and reliable teaching standards that enable school level leaders to provide feedback that is grounded in both student and teacher evidence.</p> <p>Series 1: Best Practices Foundational Training In this four-day session, school teams will receive training on the NIET Teaching Standards – a holistic, yet specific, set of standards that are designed to grow a teacher’s practice across a spectrum from challenged to accomplished. Teams are trained to observe teachers, collect and give high-quality feedback, and develop post conferences that are grounded in evidence and propose an area of strength and an area of growth. To prepare school teams to support online teaching and learning, the NIET Rubric Companion Tool for Virtual Instruction will be utilized in the training. As a final part of this training, school teams are prepared to take an evaluator certification test based on the NIET Teaching Standards Rubric and evaluation process. As part of a self-study component, participants will obtain access to NIET’s EE PASS data management system and content library that includes video examples of in-person and virtual classroom lessons, lesson analysis documents, and coaching plan samples. Access will be available throughout the 2021-2022 school year.</p> <p>This session will focus on the following:</p> <ul style="list-style-type: none"> ● Observing classroom instruction and providing student and teacher-based evidence that is aligned to the NIET Teaching Standards. ● Developing an understanding of how a focus on student outcomes can leverage a cultural shift, increase student achievement, and improve the quality of support for teachers. ● Developing and preparing to deliver a post conference plan that provides teachers with an opportunity to reflect on an area of reinforcement and refinement that includes recommended next steps aligned to grade level content standards/curriculum. <p>Series 2: Best Practices Next Level Training In this two-day session, participants will explore a process for creating long range plans for evaluating and supporting teachers throughout the school year. In addition, participants will learn how to strengthen their own pre- and post-conference practices by analyzing conference plans and making revisions to strengthen the quality of feedback provided. On day two, participants will have the opportunity to strengthen their coaching skills and develop a coaching plan for teachers that is driven by student work/progress. As part of a self-study component, participants will obtain access to NIET’s EE PASS data management system and content library that includes video examples of in-person and virtual</p>	\$2000 per CIR/UIR-A school

	classroom lessons, lesson analysis documents, and coaching plan samples. Access will be available throughout the 2022-2023 school year.	
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Best Practice	Description	Funding Request
Principal Standards Support	<p>Strong leadership is critical to school success. The NIET Principal Standards Rubric (PSR) provides a robust, valid, and reliable instrument and process to support, observe, and develop school leaders. The PSR is a comprehensive set of professional expectations and indicators that define leadership best practices. The use of the rubric is complemented by a cyclical principal observation and observation process that focuses on “growth and support” for school leaders, rather than simply “compliance and accountability,” and that provides principals with high quality feedback throughout the year by trained and certified evaluators.</p> <p>Series 1: Best Practices Foundational Training In this two-day session, principals and district leaders will develop an in-depth understanding of leadership expectations, as well as, how principals’ performances may be measured using the rubric. As part of a self-study component, participants will obtain access to NIET’s EE PASS content library and data management system that include support documents, resources, and videos that support elements of the Principal Standards Rubric. Access will be available throughout the 2021-2022 school year.</p> <p>The session will focus on:</p> <ul style="list-style-type: none"> ● School leader behaviors that have positive impact on teacher and student outcomes, as defined and quantified in the NIET Principal Standards Rubric. ● Implementation of an ongoing observation and evaluation process that emphasizes growth and support. ● Communication between district supervisors and school leaders that advances school success. <p>Series 2: Best Practices Next Level Training In this two-day session, district leaders and principals will develop an in-depth understanding of how to plan for support of principals using the NIET Principal Standards Rubric. Artifacts and exemplars will be used to illustrate</p>	\$1000 per CIR/UIR-A school

	<p>what effective planning and support of principals looks and sounds like. On day two of this training, the focus will be on how to support school leaders in the alignment of their SLTs, School Improvement goals, and the PSR Action Plan. As part of a self-study component, participants will obtain access to NIET’s EE PASS content library and data management system that include support documents, resources, and videos that support elements of the Principal Standards Rubric. Access will be available throughout the 2022-2023 school year.</p> <p>Note: Principal license required for use of NIET Principal Standards Rubric at an additional cost of \$150 per administrator</p>	
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Best Practice	Description	Funding Request
Career Pipeline Support	<p>Schools establish roles for teacher leaders (full time or part time) based on the amount of assigned responsibilities outside of the classroom. Teacher leaders are vital members of the Instructional Leadership Team who coach and support teachers through prescribed structures.</p> <p>Teacher leadership opportunities have a direct impact on improved instruction, teacher retention, accelerated learning, and keeping the strongest teachers in the classroom where they are needed the most.</p> <p>Series 1: Best Practices Foundational Training</p> <p>In this two-day session, school teams will gain a foundational perspective and understanding of the role that successful teacher leadership plays in schools and how leadership roles provide opportunities for teacher leaders to grow and support their colleagues. Participants will learn the types of support necessary to create and sustain productive teams at the school level and will explore and discuss opportunities and challenges related to teacher leadership. In addition, this two-day session will illustrate how a teacher leader facilitates improvements in instruction and student learning through development, modeling, and application of effective professional learning and will develop the teacher leader’s coaching skills to differentiate support through reflective practices that impact instruction and enhance student learning. As part of a self-study component, school leaders will obtain access to NIET’s EE PASS content library that includes samples of coaching plans, videos, and training materials. Access will be available throughout the 2021-2022 school year.</p> <p>This session will focus on:</p> <ul style="list-style-type: none"> ● The foundations of impactful shared school leadership that promotes teacher effectiveness and student achievement. ● The variety of opportunities available to support and develop teachers as teacher leaders with defined roles and responsibilities. 	\$1000 per CIR/UIR-A school

	<ul style="list-style-type: none"> • The design and facilitation of professional development and coaching opportunities for teachers that demonstrate an instructional focus, are driven by data, promote reflection and enhance student learning. <p>Series 2: Best Practices Next Level Training In this two-day session, participants will examine how to identify the attributes of the teacher and appropriately coach based upon those attributes. On day two of this training, participants will utilize the differentiated coaching design to enhance coaching abilities to better serve teachers based on specific teacher and student needs. As part of a self-study component, school leaders will obtain access to NIET’s EE PASS content library that includes samples of coaching plans, videos, and training materials. Access will be available throughout the 2022-2023 school year.</p>	
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How to request funds for School Improvement Best Practices in Super App and/or Achieve!

Achieve! Incentive Planning Round 1: Item P4.5.11 (School Improvement Best Practices) enables school systems to request School Improvement Best Practice funding at their non-CIR/UIR-Academics sites. School systems should include a funding request of \$8,700 per site for Portal Access and Coaching Support at each school which is implementing at least one best practice. School systems should use the tables above to make requests for each best practice in the provided funding request entry blanks. In addition to making a request, school systems should identify the number of non-CIR/UIR-A schools implementing each item.

Super App: Item P4.5.9 (School Improvement Best Practices) has an individual funding request box for Portal Access and each identified best practice (instructional leadership team support, teacher collaboration support, teaching standards support, principal standards support, and career pipeline support). School systems should include a funding request of \$8,700 per site for Portal Access and Coaching Support at each CIR/UIR-A school which is implementing at least one best practice. School systems should use the tables above to make requests for each best practice in the provided funding request entry blanks within Super App. In addition to making a request, school systems should identify the number of CIR and UIR-A schools implementing each item.

How to register for the School Improvement Best Practices training sessions?

School systems should complete this [form](#) to indicate the trainings they anticipate their schools will participate. Upon receipt of the form, NIET will connect with the school system contact to begin planning. Completing the form does not commit you to selecting these trainings, but it helps to inform the conversation and planning with NIET.