

INSTRUCTIONAL  
**LEADERSHIP**  
ASSOCIATION

The  
Instructional  
Leadership  
Show

Episode #51

## Teacher Evaluation During School Closures



# Our Focus (Normally)

The Instructional Leadership Show exists to help you:

- Confidently get into classrooms every day
- Have feedback conversations that change teacher practice
- Discover your best opportunities for school improvement



# Our Focus (For Now)

The Instructional Leadership Show exists to help you:

- Navigate uncertain times with wisdom
- Lead when there's no perfect solution
- Model compassion and self-care
- Prioritize the needs of our most vulnerable



# A Detour From Our Roadmap



## PRODUCTIVITY Get Current!

I have well-optimized systems to keep me organized so I can confidently get into classrooms every day, without worrying about my other work



## FRAMEWORK Get Aligned & Specific!

I gather evidence of teacher practice using the language of our instructional framework, and have discipline-specific conversations with each teacher



## WALKTHROUGHS Get Into Classrooms!

I visit every classroom every two weeks, and rotate my visits so I see each teacher at different times of day



## 500 CLASSROOMS Get Consistent & Impactful!

Teachers and students expect to see me in classrooms, and I can see the impact it's having on students and on teacher practice in specific areas of our instructional framework



## CONVERSATIONS Get Into Feedback Conversations!

I differentiate my feedback conversations using the boss (directive), coach (reflective), or leader (reflexive) roles depending on each teacher's needs, always sharing my written evidence immediately



## HIGH-PERFORMANCE INSTRUCTIONAL LEADERSHIP™ Get Strategic!

I have a clear sense of each teacher's level of performance in specific areas of our instructional framework and how it relates to our school's goals and strategic plan, so I can identify our biggest opportunities for school improvement

# Our Essential Question

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How can we complete the teacher evaluation process with integrity if we're out of school through the end of the year?

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1.

This isn't the job people  
signed up to do.

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2.

We can't pretend personal  
circumstances don't matter.

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3.

Most of what we normally do simply isn't possible online.



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4.

We're stuck with the evidence  
we already have.

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5.

Focus on connection with  
students, not skill or time on  
the computer/phone.

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6.

Prioritize impact, not “thud factor” or hours on Zoom.

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7.

Focus on the base of  
Maslow's Hierarchy of Needs.

# Maslow's Hierarchy



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8.

Keep other staff on the payroll  
with student support work

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9.

Don't burden people with  
documentation work.

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10.

Check in with people  
individually.



[PrincipalCenter.com/3q](https://PrincipalCenter.com/3q)

## NO-SURPRISES LEADERSHIP

HOW 20 MINUTES A MONTH CAN KEEP  
BRUSHFIRES FROM BECOMING WILDFIRES

WITH JIM HENDERSON  
CREATOR, THE 3Q CHECK-IN SYSTEM

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