



Thoughtful Classroom Teacher Effectiveness Framework (TCTEF) Professional Development Rollout Plan

GOAL:

- To build a shared understanding and consistent implementation of the Thoughtful Classroom Framework to support teacher growth, instructional effectiveness, and student learning.

Teacher Training & Supports

Ongoing Supports:

- Monthly TC Touch Points in Building Instructional Staff Meetings
- *Tools for a Successful Classroom* Book Study for all Instructional Staff
- Digital Resource Hub and Mentor Support

Phase 1: Preparation (June - August)

- Leadership Training on TCTEF - Deep dive into the 4 Cornerstones, 10 Dimensions, and scoring practices.
- PD Planning Session - Develop a year-long PD calendar aligned with the framework.
- Communication Strategy - Craft a clear message about the shift to TCTEF focused on growth.

Phase 2: Launch & Framework Orientation (August - September)

- Framework Introduction & Training for all Instructional Staff - Present 4 Cornerstones & 10 Dimensions with classroom examples.
- Self-Assessment, Goal Setting, and Online Component of TC - Teachers reflect on current practices using TCTEF tool.
- Evaluation Handbook Distribution - Share forms, timelines, & evaluation rubric.
- Optional Framework Q&A during monthly Building Instructional Staff Meetings or with Administrators.

Phase 3: Skill Building & Implementation (October - February)

- Focused PD on Dimensions - Monthly training the Four Cornerstones with modeling during Building Instructional Staff Meetings
- Mid-Year Growth Conferences - Reflect on goals using framework.
- Peer Collaboration - Peer discussions aligned to Dimensions during monthly Building Instructional Staff Meetings.

Phase 4: Reflection, Feedback, & Growth Planning (March - June)

- End-of-Year Reflection - Use TCTEF tools to self-assess growth.
- Data Review & Insight Gathering - Identify trends and PD needs.
- Teacher Feedback Survey - Gather rollout feedback.
- Planning for Year 2 - Adjust supports and deepen focus on Dimensions.

Administrator Training & Supports

Ongoing

- New administrators trained on TCTEC as needed.
- Leadership Refresh on TCTEF yearly.
- Monthly check-ins at Principal Meetings for additional support and mentoring.
- Rater Reliability Training for TCTEF every 3 years with all evaluators.
- Data Review & Insight Gathering - Identify trends and PD needs.
- Teacher Feedback Survey - Gather implementation feedback.