

New NIET Services

PREPARE ASPIRING TEACHERS

NIET Aspiring Teacher Rubric

NIET's higher education partners have often worked with NIET to tailor their approach to preparation, and this year, NIET worked with educator preparation programs to design the *NIET Aspiring Teacher Rubric*. The *Aspiring Teacher Rubric* provides a streamlined set of performance indicators most commonly used from campus to campus and adds refinements tailored to the aspiring teacher audience, including specific language surrounding curriculum, assessment, and descriptors of all five performance levels.

The 12 indicators, which are based on and aligned to NIET's *Teaching Standards Rubric*, describe the key skills and abilities that aspiring teachers must have to be prepared for the classroom.

1. Instructional plans
2. Assessment
3. Standards and objectives
4. Presenting instructional content
5. Activities and materials
6. Questioning
7. Academic feedback
8. Teacher knowledge of students
9. Thinking and problem-solving
10. Environment
11. Engaging students and managing behavior
12. Professionalism and ethical behavior

The *NIET Aspiring Teacher Rubric* is currently being piloted at Northern Arizona University and Marian University in Indianapolis.

EMPOWER PRINCIPALS

You can see what exemplary looks like with concrete indicators and descriptors. I have always said that if educators know what it looks like, they can replicate it. It is the same for leaders. When we know what all of the elements of success look like, we can attain it.

Michele M. Smith, principal/director of learning at Pierceton Elementary School in Whitko Community Schools, Indiana

NIET Principal Standards Rubric

Research and experience continue to point to the school leader as the critical player in establishing a collaborative school culture that is focused on strong instruction. To support principals' growth and skill development, NIET has outlined a set of research-based indicators that define excellence in school leadership. This *Principal Standards Rubric* helps principals to develop an in-depth understanding of expectations across six domains that maximize their role as instructional leaders.

1. School mission, vision, and strategic goal-setting
2. Instructional leadership
3. Capacity building
4. School environment/community and campus climate
5. Ethics and integrity
6. School operations/management

ADVANCE DISTRICT AND SCHOOL LEADERSHIP

The rubric serves as a tool for leadership coaching, support, and evaluation. Principals gain access to complementary support in the EE PASS portal, including online resources, videos, training modules, and evaluator certification.

"The *NIET Principal Standards Rubric* allows for conversation about leadership, student achievement, and other areas that impact school success," said Michele M. Smith, who piloted the rubric in Whitko Community Schools, Indiana. "It also provides specific actions to foster growth and success. You can see what exemplary looks like with concrete indicators and descriptors. I have always said that if educators know what it looks like, they can replicate it. It is the same for leaders. When we know what all of the elements of success look like, we can attain it."



NIET West Director Patti Cruz, seen here at the start of the 2019-20 school year at Wildflower Accelerated Academy in Goodyear, Ariz., has worked with higher education institutions to support the development and pilot of the new *NIET Aspiring Teacher Rubric*.

Principal Leadership Series

NIET's Principal Leadership Series supports principals in growing their capacity as an effective school leader. The multi-day training series is focused on three areas:

1. **Creating and communicating a culture of equity**
2. **Building shared instructional leadership**
3. **Sustaining reflective practice through continuous improvement and coaching**

Collectively, these sessions develop essential mindsets and skills that empower principals to build a culture that is continuously focused on advancing instructional practices and improving outcomes for all students.

Building District Instructional Leadership

When superintendents and district administrators are equipped to be instructional leaders and receive coaching that helps them develop their skills, they can drive districtwide improvement. NIET works with superintendents and district teams to build out an action

plan rooted in contextual analysis and strengths, with the option for continuing guidance and coaching. This service includes:

1. **Contextual analysis**
2. **On-site support (root-cause analysis and action planning)**
3. **Continuing guidance**

The support is based on the NIET District Instructional Framework, which is aligned to NIET's *Teaching Standards Rubric* and *Principal Standards Rubric* with a focus on high-quality leadership practices and principles.

Consulting and Support Services

NIET provides consulting in other areas, which include:

1. **Providing support throughout the 2020-21 school year and preparing for 2021-22**
2. **Addressing unfinished learning**
3. **Supporting district-wide strategic planning**
4. **Implementing new curriculum and content**
5. **Embedding academic standards into high-quality teaching**

WE BELIEVE EFFECTIVE LEADERS MUST:

1

Establish, communicate, and activate a compelling **vision of excellence**

2

Prioritize and create **instructional coherence** across standards, curriculum, classroom practice, assessment, and evaluation and feedback

3

Develop a culture of **high expectations and equitable opportunities**

4

Build the capacity of others through a system of continuous learning, data analysis, and coaching

5

Model **integrity** and build **trust**