

LDOE School Improvement Best Practices 2022-2023 NIET Partnership: Enhancing Best Practices Through Onsite Support

Providing follow-up support is an essential component of the LDOE School Improvement Best Practices initiative, which is why NIET provides two onsite support days for each school for learning walks, observations, coaching, and consultation. These visits are designed to advance district and school improvement efforts and support one of the best practice areas:

- **Instructional leadership teams**
- **Teacher collaboration**
- **Teaching standards**
- **Principal standards**
- **Career pipelines (teacher leadership)**

The onsite support days, conducted by an NIET senior specialist, help schools apply training knowledge into their building and classrooms. Although NIET provides two onsite support days, districts are encouraged to discuss additional support day options with NIET and consider expanding beyond the required minimum number. [Note: Although LDOE SISS coaches will provide some support, it will be limited and directed toward district-level support rather than onsite school support.]



A Glimpse into an NIET Onsite Support Day

Onsite support focuses on coaching a school's instructional leadership team (ILT) in collaboration with key district leaders. Every support day follows a customized onsite consultation agenda, prepared by the NIET specialist and reviewed with the school and district to ensure it meets their needs and goals.

Generally, NIET specialists provide targeted support through planning, observing, and/or coaching ILT meetings, planning PLC or teacher collaboration meetings, or conducting learning walks alongside ILT members and district leaders. Each day begins with data analysis and concludes with identifying action steps. Two examples are included here.

“We are gaining so much from our support visits already! I have seen more change in the two to three visits than I have seen in two to three years when it comes to collaboration and intentional planning between our SPED and Regular Ed teachers.”

– School Leader, Iberia Parish School District

SAMPLE 1 Onsite Consultation Agenda: Learning Walks with ILT Members

1. Data Analysis:

The NIET specialist facilitates a conversation among ILT members, guided by reflection questions relative to goals, student performance, teacher data, instructional leadership practices, and coaching opportunities. This data analysis is targeted to identified needs and best practice area.

2. Engage in the Learning Walks Process:

Provide feedback and identify trends from learning walks.

- Prior to learning walk, discuss purpose, role of observers, and any additional context. This would be tailored to the best practice area. For example, if focusing on teaching standards, there may be specific rubric indicators the group will look for.
- Conduct classroom observations; as needed, observers will utilize resources such as the LDOE classroom observation tools or the NIET Teacher Content Knowledge Look-for Tools.
- Immediate feedback in which team reflects on evidence gathered during the visit and strengths of student learning evidenced.
- Group analysis by the ILT to identify trends and impact on student learning, as well as implications for leadership team members.
- Debrief.

3. Revise and/or Extend ILT Long-Range Plan:

Plan with school leaders to create, revise, or extend their ILT long-range plans and immediate next steps.

SAMPLE 2 Onsite Consultation Agenda: Plan an ILT Meeting

1. Data Analysis:

The NIET specialist facilitates a conversation among ILT members, guided by reflection questions relative to goals, student performance, teacher data, instructional leadership practices, and coaching opportunities. This data analysis is targeted to identified needs and best practice area.

2. Plan an Instructional Leadership Team Meeting:

Use the LDOE Instructional Leadership Team Walkthrough tool, and throughout the planning, highlight specific connections to best practice area(s) of focus.

- Review and discuss ILT long-range plan.
- Discuss the purpose of the ILT meeting and review the impact of the five steps for effective learning.
- Engage in the backward design process for ILT agenda, recording decisions for the agenda throughout the conversation.
- Identify what new learning will need to be presented and/or modeled for team members.
- Determine what team members will bring back to the next meeting as evidence of implementation.
- Review steps for implementation. Insert into long-plan as needed to ensure effectiveness, connecting to the LDOE Instructional Leadership Team Walkthrough Tool or ILT Rubric.

3. Revise and/or Extend ILT Long-Range Plan:

Plan with school leaders to create, revise, or extend their ILT long-range plans and immediate next steps.

What Schools and Districts Say About NIET Onsite Support Days

The power of the NIET onsite support days is best understood through the words and testimony of our Louisiana system partners. During the 2021-22 school year, NIET is providing more than 1,400 support days to Louisiana educators across 55 school systems, including public school districts and charter management organizations.



“Without the NIET senior specialist onsite support, I would not be as effective in my job as an instructional coach. Without a doubt she is here to assist me, help me gain clarity, and guide me to the assets that my teachers and I need. She has helped me determine the best use of these materials so that what I find doesn’t just become ‘another thing’ for my teachers to do. Her feedback and questioning helped me discover what was lacking in the collaboration development time with my teachers and assisted me in implementing a strategy that I could use, a strategy that I have since implemented at every teacher collaboration, and that has made teacher development time so much stronger.”

–Teacher Leader, Natchitoches Parish School System

“The NIET specialist who facilitates our support days is great and super helpful! She gives specific feedback that gives me actionable next steps.”

– Teacher Leader, Allen Parish School System

“The onsite coaching support that we receive from our NIET partnership is invaluable. We have partnered with NIET using the Teaching Standards Rubric for many years. Two years ago, we adopted the Principal Standards Rubric (PSR) and increased our support days to include monthly professional learning opportunities with NIET and our school and district leaders. The PSR is changing how we support school leaders and growing us as district leaders. In addition, we launched District ILT meetings, and NIET provides monthly coaching around the structure. This support is growing our district leaders and will have a direct impact on student achievement. NIET provides the structures, support, and dedication to us as partners which helps us focus on the most important work ... our students.”

– District Leader, Tangipahoa Parish Schools

“Our NIET specialist is a powerful and influential thought partner. [Our district] values her work and input; leading to our improvement and growth.”

– Teacher Leader, St. Martin Parish Schools

Interested in learning more? Please reach out to Patrice Pujol (ppujol@niet.org) or Theresa Hamilton (thamilton@niet.org).