

NIET

NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING



EDUCATOR EFFECTIVENESS
RESOURCES & SERVICES




OVERVIEW


The National Institute for Excellence in Teaching (NIET) is a national non-profit organization offering a range of powerful resources, trainings and technical assistance to help build systems to advance teacher and school leader effectiveness. Through nationally recognized services, including onsite training and support, as well as web-based resources for teacher and school leader development, evaluator certification and data management, we help our partners build local capacity and systems to continually improve classroom instruction.

OUR MISSION

is to ensure a highly skilled, strongly motivated and competitively compensated teacher in every classroom in America.



NIET has worked for 20 years to focus attention on educator effectiveness as the most important school-based factor driving student performance. Our mission is to ensure a highly skilled, strongly motivated and competitively compensated teacher in every classroom in America. To accomplish this mission, NIET has developed comprehensive systems and tools to increase educator effectiveness. NIET's work is anchored in our comprehensive educator effectiveness model, TAP: The System for Teacher and Student Advancement. The TAP System is comprised of four



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key elements: multiple career paths for teachers, ongoing applied professional development, instructionally focused accountability for evaluation and performance-based compensation for teachers and administrators. Building on the lessons learned from this comprehensive model for almost 20 years, NIET partners with states, districts, schools and institutions of higher education to implement customizable educator effectiveness strategies.



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What distinguishes NIET services and support?

SUPPORTS GROWTH FOR NEW AND EXPERIENCED TEACHERS AND SCHOOL LEADERS

We offer training and resources at the beginner, intermediate and advanced levels, supporting growth for educators regardless of their current level of effectiveness and expertise. We work to improve all teachers through a systematic approach to reinforce strengths and refine weaknesses.

DEVELOPS STRONG LEADERSHIP TEAMS

We empower and assist school leaders to build effective systems of distributed leadership that support high standards for teaching and learning, and create pipelines for leadership development.

BUILDS AND SUSTAINS LOCAL CAPACITY

We work with partners in school districts, state education agencies and teacher preparation programs to build capacity to drive improvements in instruction.

PROVIDES DIRECT AND IMMEDIATE APPLICATION TO PRACTICE

Drawing on our nationally recognized teaching standards rubric, we engage partners in developing a coherent and consistent vision for effective instruction in classrooms. Instructional practices are clearly illustrated in real classrooms through video lessons and searchable clips available in our EE PASS system (Educator Effectiveness Preparation and Support System).

DELIVERS INTERACTIVE AND ENGAGING TRAINING

We are experts in providing professional learning to educators. Our trainers enable participants to actively practice new skills and work collaboratively to design and plan impactful instruction in their own classrooms and schools. Our technology-based learning platform, EE PASS, provides individualized and customized support.



TRAININGS

Advancing Educator Effectiveness

These training opportunities highlight some of the best practices for effective instruction and teacher growth. The series is offered at all levels of expertise beginning with Foundational, extending through Beyond-the-Basics, and concluding with support days customized to the needs of the partner state, district or school.

EDUCATOR EFFECTIVENESS FOUNDATIONAL TRAININGS

These trainings build the knowledge and skills of teachers and school leaders to improve instruction and build structures and practices for continuous improvement.

Evaluator Certification 3-day training

Evaluator training activities support observation of teachers based on growth and support rather than just compliance and accountability. Participants develop their evaluator skills by applying the NIET Rubric to lessons by scripting, categorizing evidence, assigning ratings and developing a post-conference plan with an identified area of reinforcement and refinement. Following this intensive training, participants are prepared to take evaluator certification tests with the NIET Rubric.

Cluster 2-day training

Cluster meetings provide professional development through job-embedded, active and teacher-led collaborative sessions strategically structured to drive change in the classroom for students. Teachers have time to plan, discuss, practice and experiment with student-based strategies tailored to specific student needs. Participants are given the tools needed to structure, plan and implement cluster meetings and protocols.

Instructional Leadership Team 2-day training

Leadership training helps participants develop skills to plan effective, regularly scheduled leadership meetings focused on increasing student achievement and teacher proficiency while building capacity of team members to better support and coach classroom teachers. Participants explore the essential tasks monitored and supported by Leadership Teams.

Field Testing: Best Practices in Action Research 1-day training

Field Testing is an action research process that tests an instructional strategy under real conditions. This training guides teachers through analyzing student data to determine research-based strategies for addressing student learning needs. Teachers learn appropriate sequencing, segmenting and modifications to instructional strategies to ensure effective transfer into classrooms and an increase in student achievement.

Instructional Rubric for Teachers 1-day training

Teachers gain a deeper understanding of the NIET Teaching Standards or “rubric” and discover how the rubric is interconnected and holistic. This training connects professional development, teacher observations and student achievement. Participants examine the NIET Rubric through the lens of student outcomes and learning.



“We want teachers to feel that they’re really prepared and have effective tools and strategies for instruction and we want it to be evidenced in our student learning. I think that the NIET Rubric has helped us get better at that.”

Dr. Matt McClure

*Chief Learning and Financial Officer, Cross County School District
Cross County, Arkansas*

ADVANCED EDUCATOR EFFECTIVENESS TRAININGS

These trainings build on the knowledge and skills addressed in the Foundational Trainings. Each is designed as a 2-day training that aligns to participant needs.

“As a teacher leader, learning to support other teachers to analyze student work samples, design instruction to address a student’s specific needs and create a plan for assessing progress is an important skill. This is critical as we know a stronger focus on using student work to inform decisions and plan next steps will increase academic progress.”

Angelina Burrows

*Master Teacher, Charles N. Scott Middle School
Hammond, Indiana*

Cluster and Professional Learning

STRENGTHENING DEVELOPMENT TIME IN CLUSTER MEETINGS

What is going to change in the classroom for students as a result of weekly professional learning groups or “cluster” meetings? Teachers leave each cluster meeting prepared to implement new learning in their classrooms. This training focuses on evaluating the quality of cluster meeting development time and explores effective planning by using a “backward” design process. Participants evaluate the quality of development time in the clusters they lead and create a process for improving overall effectiveness.

EFFECTIVELY USING STUDENT WORK

Preparing teachers to analyze, evaluate and design instructional steps for all students is key to improving classroom instruction. It is essential that teacher leaders sharpen their skills in effectively utilizing student work to guide instruction. In this training, participants analyze authentic student work samples, design next instructional steps for students and make connections to how these skills are used to support teachers in cluster.


Instructional Leadership Teams

PLANNING AND LEADING EFFECTIVE INSTRUCTIONAL LEADERSHIP TEAM MEETINGS

Effective instructional Leadership Team meetings don't happen by chance. In this training, participants observe and critically analyze components of highly effective Leadership Team meetings. Intentional planning in partnership with the principal prior to the meeting is explored, along with the critical role of the school principal in this process.

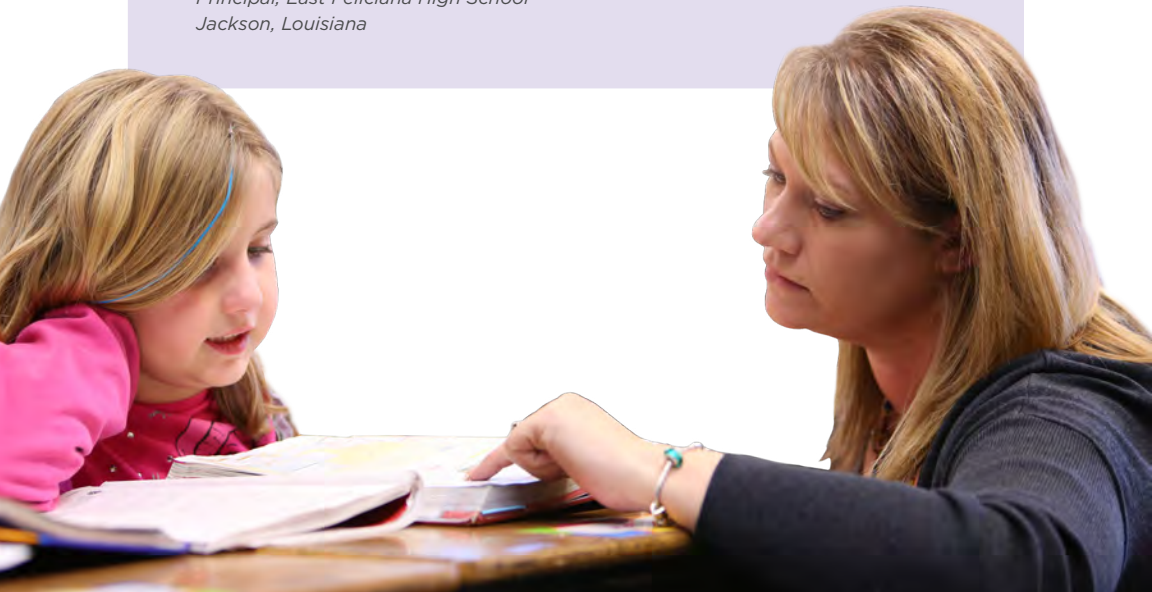
TOOLS FOR SUPPORTING THE INSTRUCTIONAL LEADERSHIP TEAM

Instructional Leadership Teams often struggle with planning and implementing consistently high quality meetings that result in strengthening student achievement and teacher proficiency. In this workshop, participants explore and develop an understanding of the tools that strengthen these meetings.



The leadership team training provided me with a framework for my leadership team meetings. Our meetings are more focused and geared towards identifying the impact our learning will have on student achievement. We are more closely examining data and pairing it with teacher actions to help move our school. I now have a systematic way to keep a pulse on what is going on throughout the school while building the capacity of the members of my leadership team and career teachers.

Victoria McMullen-Dunn
*Principal, East Feliciana High School
Jackson, Louisiana*





Evaluation

DEEPENING OUR KNOWLEDGE OF THE NIET RUBRIC

When the understanding of the elements of effective instruction is deepened, the evaluation process is more meaningful and supports teacher growth. This training offers a deeper understanding of the elements in the NIET rubrics and analyzes their impact on student and teacher growth. It also explores the connections between the Instruction, Environment and Planning domains. Participants will develop a conceptual understanding of the elements of effective instruction and explore the connections between domains.

PLANNING AND DELIVERING EFFECTIVE PRE- AND POST-CONFERENCES

How do we ensure that our pre- and post-conferences support teacher and student growth? This training delves into the observation cycle by exploring how student work and teacher needs play an important role in this process. Participants examine how the planning and delivery of pre- and post-conferences promote powerful coaching conversations. Participants analyze elements of effective pre- and post-conferences and explore how the analysis and use of student work enhances observation and feedback.

“What’s exciting about this approach is that we pair a teacher candidate with a mentor teacher and they get to practice in a safe environment—with live students—the content that they’re learning as they’re learning it. There’s nothing better than practice to improve practice.”

Monica McCann

*Coordinator, New Caney Independent School District
New Caney, Texas*



Targeted Trainings

PROMOTING STUDENT ENGAGEMENT

How do we engage students in deep learning? What structures and practices support student engagement? Participants in this training analyze student engagement and develop an understanding of how to plan and deliver lessons that promote deep learning.

ANALYZING THE DEPTH AND IMPACT OF TEACHER AND STUDENT STRATEGIES

Effectively identifying strategies for professional learning communities (PLC) or cluster groups is at the heart of positively impacting student achievement. This training provides participants with tips and tools to research, identify and validate strategies to meet the differentiated needs of teachers and students. Participants explore a process for strategically selecting strategies to field test that are at the appropriate thinking level and depth to address student and teacher needs.

CREATING EFFECTIVE ASSESSMENT PLANS THAT ENCOURAGE STUDENT ENGAGEMENT IN THE ASSESSMENT PROCESS

Effective formative assessments are one of the most powerful tools in a teacher’s toolbox. However, if these assessments and plans are not high quality the results can be misleading and decrease the effectiveness of classroom instruction. Participants examine a process for developing, evaluating and strengthening formative assessments to inform instruction and serve as an accurate predictor of how students are progressing towards goals. Participants analyze a process for checking goal attainment and design an action plan to more effectively monitor progress toward goals. Practical steps for engaging students in the assessment process and monitoring their learning are also explored.

COACHING FOR IMPACT

Research shows that teachers who receive instructional coaching are more likely to implement best practices in the classroom with a high degree of quality. In this multi-faceted professional development opportunity, instructional coaches and school administrators continue developing coaching skills to impact teachers and students at all proficiency levels. Participants identify a process for coaching and effective teacher support with a focus on student outcomes. Additionally, participants develop 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.

FIELD TESTING A TEACHER STRATEGY

Participants explore the field testing or action research process for assessing student strategies, defining critical attributes and tracking and analyzing student work. Participants learn how to use the field testing process and results to guide weekly cluster group or PLC sessions and support teachers in implementing strategies for increasing student learning in their classrooms.

“I can honestly say that the TAP CORE Training far exceeded my expectations. It was probably one of the most rigorous professional development opportunities I have experienced in my career. I completed the training with a feeling of satisfaction and readiness to begin the implementation of TAP in our school. We particularly appreciated the opportunity to complete this training as a school leadership team. We loved the energy and knowledge of our trainer – she was the best!”

Kevin George

*Superintendent, St. John the Baptist Parish Schools
Reserve, Louisiana*

TAP SYSTEM CORE TRAINING

All members of a TAP School Leadership Team must complete the 8-day CORE Training. This training prepares Leadership Team members to effectively implement TAP. The training consists of the following components:

Evaluator Certification 3-day training

Evaluator training activities support observation/evaluation of teachers based on growth and support rather than just compliance and accountability. Participants will develop their evaluator skills by applying the NIET Rubric to multiple lessons by scripting, categorizing evidence, assigning ratings and developing a post-conference plan with an identified area of reinforcement and refinement. Following this intensive training, participants will be prepared to take evaluator certification tests with the NIET Rubric.

Cluster 2-day training

Cluster meetings provide professional development through job-embedded, active/experiential and teacher-led collaborative sessions strategically structured to drive change in the classroom for students. Teachers have time to plan, discuss, practice and experiment with student-based strategies tailored to specific student needs. Participants will be given the tools needed to structure, plan and prepare to implement Cluster.

Instructional Leadership Team 2-day training

Leadership training provides participants an opportunity to develop skills in planning effective, regularly scheduled leadership meetings focused on increasing student achievement and teacher proficiency while building capacity of team members to better support and coach classroom teachers. Participants will explore the essential tasks monitored and supported by leadership teams.

Field Testing 1-day training

Field Testing is an action research process that tests an instructional strategy under real conditions. This training guides teachers through analyzing student data to determine research-based strategies for addressing student learning needs. Teachers learn appropriate sequencing, segmenting and modifications to instructional strategies to ensure effective transfer into classrooms and an increase in student achievement.

HIGHER ED TRAINING

In addition to the web-based Educator Effectiveness Preparation and Support System (EE PASS), NIET offers districts, schools and universities the opportunity to select from site-based, face-to-face trainings and onsite follow-up support to advance their educator effectiveness efforts:

Evaluator Certification 3-day training

Evaluator training activities advance effective observation/coaching of pre-service teachers based on support and growth, rather than just compliance and accountability. Participants develop evaluator skills by applying the NIET Rubric to multiple lessons by scripting, determining the impact on student outcomes, categorizing evidence, assigning ratings and developing a post-conference coaching plan with an identified area of reinforcement and refinement. Following this intensive training, participants are prepared to take evaluator certification tests with the NIET Rubric.

Pre-Service Teacher Instructional Rubric 1-day training

Pre-service teachers gain a deeper understanding of the TAP Teaching Standards and rubric from an evaluator's perspective and discover how the rubric is interconnected and holistic. The training clearly connects elements of effective teaching and student achievement. During this one-day training, participants will examine the NIET Rubric through the lens of student outcomes and learning.

Course Alignment to the NIET Rubric 2-day training

This two-day training guides participants through a needs analysis of Curriculum and Field Based Alignment to the NIET Rubric and how best to implement the TAP teaching standards within their own course instruction. Participants will complete a Gap Analysis and examine how their current course work is aligned to elements of effective teaching. During this training participants will view university faculty modeling the teaching standards within their own practice and labeling these connections for their pre-service candidates.

Analyzing and Coaching Lesson Planning 2-day training

The Designing and Planning Rubric sets the foundation for a successful lesson. During this two-day training participants gain a deeper understanding of the Planning Domain and how instruction can be organized through the lens of the Five Steps to Effective Learning. This training focuses on the planning, delivery and assessment cycle of effective teaching.



TECHNOLOGY AND WEB-BASED LEARNING OPPORTUNITIES

The Educator Effectiveness Preparation and Support System (EE PASS) portal is an interactive web tool that provides real-time access to individualized trainings and support to improve instruction. With online tools developed by teachers and school leaders, EE PASS provides educators with immediate access to the latest training resources and tools. EE PASS extends its capabilities with the optional use of NIET's Data Management System (CODE) and Video Observer App. CODE supports the analysis of teacher observation and student achievement data. The Video Observer App enables observers to capture video clips of teachers and students engaged in classroom learning for use in providing feedback for instructional improvement.

EE PASS PORTAL

EE PASS provides access to the NIET Teacher and Principal Rubrics, professional development, training and certification resources through a single point of entry.

THE FEATURES INCLUDE:

NIET Teacher Responsibility Rubric Teaching Skills, Knowledge and Responsibility Standards

EE PASS provides access to our comprehensive observation instrument to measure, analyze and support teacher instructional effectiveness. The standards describe teaching practice across a range of effectiveness levels in clear and detailed language. The skills, knowledge and responsibility rubrics are based on nationally normed, research-based standards covering 26 indicators of practice across four domains.

NIET Principal Rubric

EE PASS provides access to our comprehensive evaluation instrument to measure how well administrators lead teachers and manage their school. Administrators are held accountable for meeting expectations for skills, knowledge and responsibilities on a nationally normed, research-based standards rubric comprised of 20 indicators across six domains.

Resource Library



Our extensive library contains videos of classroom practice across a range of grades, subjects and skill levels, documents to support sharing and collaboration, classroom templates, training modules on specific classroom skills and many more resources. The library content is organized in four key areas:



Video Library contains more than 120 hours of classroom lessons, pre- and post-conferences, scores and evidence designed to improve performance on the rubric indicators. Advanced search capabilities make it easier to locate videos. HD videos are displayed in split screen for easy observation of both teachers and students.



Conference Archives contain categorized and searchable presentations, video clips and materials from TAP Summer Institute (TSI) and National Conference training sessions. These can be accessed by individual teachers or teacher leaders looking for quality professional development resources.



NIET's Training Modules are interactive and user-directed training experiences. These modules are based on the indicators of the NIET Teaching and Responsibility Standards or Responsibilities Rubrics and other topics that can be used to enhance specific teaching practices, the evaluation process and coaching practices.



The Document Library houses specialized resources and comprehensive tools which are readily available for download. NIET publications including all documents supporting the Educator Effectiveness Series, as well as TAP publications including the TAP Implementation Handbook, TAP Evaluation and Compensation (TEC) Handbook, Career Teacher Handbook and Leadership Team Handbook are accessible for reference or download.

Evaluator Certification

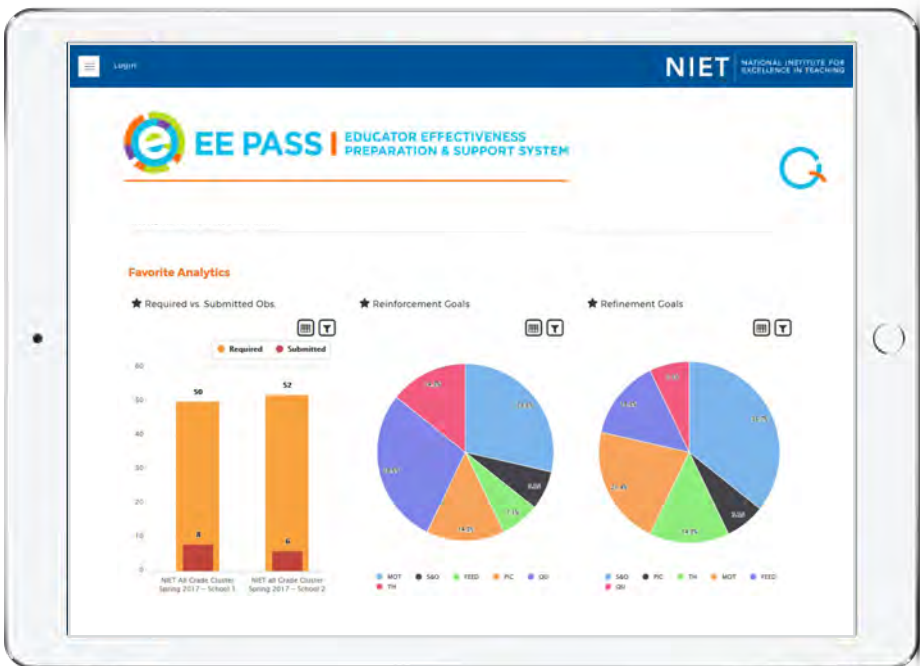
To streamline the evaluation process, we provide a powerful tool that certifies evaluators online. The online certification process ensures that proper training and maintenance of evaluators' skills are monitored and supported. Evaluators are recertified each year, and these resources can be used to ensure inter-rater reliability.



EE PASS ENHANCEMENTS

Individualized Dashboard

Each educator can use the Dashboard to see his or her own progress toward instructional and professional goals both in relation to the certification process and to the evaluation process. The Dashboard generates visual analytics that summarize individual performance which can be exported, printed and used to make decisions for next steps in needed professional development. The dashboard also contains updates and alerts, feedback on instructional practice and recommendations for individual growth. If you also have a subscription to CODE: The Human Capital Data Management System, the Dashboard offers real-time access to evaluation data which enables educators to connect observation feedback with professional learning and supports consistency and reliability among observers.



ADDITIONAL WEB-BASED TOOLS

CODE: The Human Capital Data Management System

CODE is a Web-based system that provides secure access to real-time data and powerful analytical tools for administrators, lead teachers, TAP Master Teachers, TAP Mentor Teachers and other leaders charged with building teacher capacity through quality support. CODE has multiple modules of functionality.



EASY-TO-USE INTERFACE

CODE provides an easy-to-use interface for entering and analyzing teacher evaluation data. As mentioned above, CODE has special corresponding visuals within the EE PASS Data Dashboard which provide quick reference to uploaded observation and certification data points. Customized progress reports can be run throughout the year where administrators can review the scores of teachers across classrooms, grade levels, the school or district as needed. These reports analyze areas of strength and weakness to help guide effective high quality professional development and monitor instructional effectiveness.



VIRTUAL FORUM

CODE provides a virtual forum for teachers, teacher leaders and administrators to fill out professional disposition surveys online. These surveys are individualized to specific roles and corresponding responsibilities. Benchmark surveys can be executed throughout the year as a means for building administrators or district administrators to monitor the professional growth of their current shared leadership team members as they work through designated career paths. CODE automatically calculates performance-based compensation and overall teacher effectiveness scores (i.e., NIET's Skills, Knowledge, and Responsibility scores or SKR scores). These calculations can be manipulated by looking at suggested weightings across rubric domains and type of evaluator.

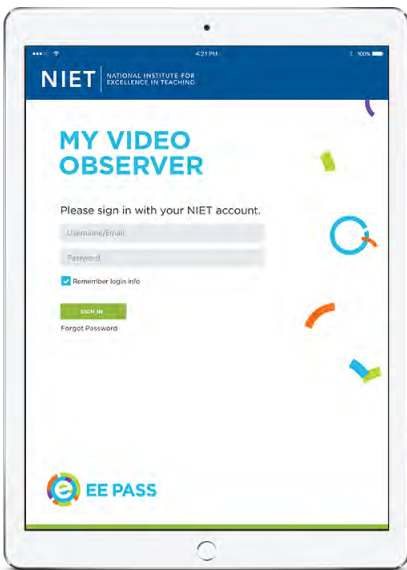


ONLINE PLATFORM

Finally, CODE provides an online platform for filling out and organizing specific forms that support systemic changes in your Human Capital Management System (HCMS). These forms could include a Leadership Team Meeting Log, Leadership Long-Range Plan or Cluster (i.e., weekly cluster meeting) Meeting Record, Cluster Long Range Plans, School Annual Goals and Cluster Annual/Cycle Goals.

Surveys

Being able to quickly and easily survey teachers, teacher leaders, students, parents or administrators provides powerful and timely data to inform decision making and monitor progress. Surveys provide real-time reporting to monitor completion, results and changes in survey results over time. Our surveys include student surveys to gain insight into student perceptions of teacher effectiveness, parent surveys to support communication between school and family and surveys of teachers and administrators.



Video Observer App

NIET's MyVideoObserver App enables observers to capture real-time classroom lessons by teachers and provides private or public forums for the teacher and their coach to discuss the lesson. It builds teachers' practice by enabling them to see how their students respond as they teach and allows coaches to provide detailed, timely feedback and support for improvement. The app captures and uploads video related to a specific assignment, observation, walk through or other episode from any Apple device. Users can choose who to share the footage with and use social sharing spaces to comment on videos provide attachments with videos, and integrate video evidence with traditional observation data.

"The portal has been extremely helpful with providing our staff with clear and concise rubrics for meeting higher teacher expectations. It allows staff members to analyze standards and objectives for meeting teacher expectations in depth and provides high-quality measurements for ensuring success."

Joe Barlow

*Director of Schools, Jackson County Schools
Gainesboro, Tennessee*



ONSITE DEVELOPMENT AND SUPPORT VISITS

NIET provides onsite, school-based observation, coaching and consultation. The focus of the support is directed to a targeted best practice and/or component of TAP implementation. These visits advance the efforts of those implementing the TAP System or NIET's Educator Effectiveness best practices. Support is provided through scheduled onsite visits conducted by an NIET trainer. Support is provided over a two or more day visit customized to the needs of each district or school. Following is a sample of the types of onsite consultation led by an NIET trainer that are available to our partners.

EVALUATION SUPPORT

BUILDING OBSERVATION AND FEEDBACK SKILLS OF INDIVIDUAL EVALUATORS

An NIET trainer will co-observe, score and build a post-conference plan with a local evaluator.

OBSERVATION PROCESS “IN A BUBBLE”

In small groups, participants and an NIET trainer will observe a lesson at a school site. Following the lesson participants score, debrief, identify reinforcement and refinement areas and build a plan for the post-conference, including feedback and modeling.

POST-CONFERENCE OBSERVATION AND COACHING

Participants will be briefed on a lesson that a local observer has already conducted (receiving copies of the lesson plan, scripting notes and scoring using the rubric). The group will then observe a post conference with a teacher conducted by a Leadership Team member. Following the post conference, the group will observe a coaching session for the evaluator and debrief with members of the leadership team.



“We have appreciated working with the NIET staff as they have tailored their delivery of training and support during our implementation of Cluster, Leadership Team meetings and the Instructional Rubric to meet our diverse needs. The interactive coaching sessions have deepened our understanding of the processes involved as we have applied them to real time lesson observations. We are committed to continuing this work with the NIET staff as we focus on teacher support and student outcomes.”

Dr. Donna Alleman

*Director, Louisiana School for the Deaf
Baton Rouge, Louisiana*

CLUSTER SUPPORT

PLANNING FOR CLUSTERS IN A SCHOOL

An NIET trainer assists leaders and/or teacher leaders in long-term or short-term planning for Cluster cycles.

BUILDING CLUSTER FACILITATION SKILLS OF INDIVIDUAL CLUSTER LEADER THROUGH CLUSTER OBSERVATION & COACHING

An NIET trainer observes a cluster at a school site. Following the Cluster, the trainer coaches and provides feedback to the leader using the Five STEPS of Effective Learning and/or the Cluster Observation Rubric as a tool for improvement.

CLUSTER “IN A BUBBLE”

Participants and a trainer observe a Cluster meeting at a school site (their own school or at a school arranged for a visit). Following the Cluster, participants debrief using the Five STEPS for Effective Learning and/or the Cluster observation rubric, identifying areas of strength/weakness. The trainer coaches the Cluster leader and provides feedback and debriefs with the group.

LEADERSHIP SUPPORT

PLANNING FOR LEADERSHIP TEAM MEETINGS

The trainer assists individual school leader(s) in either long-term or short-term leadership team planning.

BUILDING MORE EFFECTIVE LEADERSHIP TEAM MEETINGS THROUGH OBSERVATION & COACHING

An NIET trainer observes a leadership team meeting at a school site. Following the meeting, the trainer provides feedback to the school Leadership Team using the Leadership Team Rubric as a tool for improvement.

LEADERSHIP TEAM “IN A BUBBLE”

Participants and trainer observe a Leadership Team meeting at a school (in their district or at an arranged visit site). Following the meeting, the trainer coaches and provides feedback to the Leadership Team facilitator. Participants debrief using the Leadership Team Rubric, identifying areas of strength/weakness. Participants discuss possible follow-up actions.

NIET SCHOOL REVIEW

NIET’s School Review process is designed to provide useful information to schools and/or districts on the educator effectiveness processes, rubrics, protocols and products being implemented. The content of the review process aligns to the NIET training and preparation used in the implementation of the core elements of the TAP System, either in full or in part. The review process includes both qualitative and quantitative data and provides sufficient information to assess current implementation and define areas within the implementation that can be improved or modified. At the close of the review process, each building leader will have an on-site coaching/debriefing session to provide actionable feedback.





RESEARCH AND GRANT WRITING SERVICES

NIET's research team offers services in research studies and evaluation for federal and state grants to determine the degree of implementation and impact of initiatives, including efforts to advance educator effectiveness at the school, district, university and state level. NIET's research team reviews both qualitative and quantitative data to provide formative and summative feedback for reporting to funding agencies as well as the implementation team.

Technical Support Services

NIET's technical support services include:



NIET Baseline Review and Needs Assessment

NIET provides onsite support for an initial Baseline Review and Needs Assessment of one or more Educator Effectiveness practices including: Multiple Career Paths; Ongoing, Job-Embedded Professional Development; Leadership; Instructionally Focused Accountability and Educator Evaluation. The onsite visit includes review of selected documents, interview of staff and observation of a selected practice. At the conclusion of the visit, NIET will provide oral feedback and, subsequently, a brief written summary report to appropriate leaders.



In Person Training and Evaluation Workshops

NIET works with local research teams on understanding federal reporting measures (i.e. GPRA).



Research Studies

NIET serves as the third-party evaluator on a project or grant. The evaluations are co-constructed with a partner organization to ensure they respond to all needed aspects of reporting and support local decision making for implementation.

Grant Writing And Development

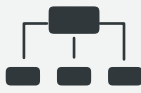
NIET offers full-service grant development, including drafting responses to Requests for Proposals/Notices Inviting Applications, conducting needs assessments, developing logic models, creating grant management plans, providing research and evaluation support, creating budgets and submitting proposals.



Drafting



Needs Assessment



Logic Models



Grant Management Plans



Research & Evaluation



Budget Creation



Proposals

With regard to overall grant development, NIET begins with an initial meeting to discuss the proposal and develop a logic model of the co-created design. NIET uses this logic model to draft the grant proposal based on the parameters and guidance of the RFP/NIA and discussion with key project personnel to ensure the proposal aligns with the organization's mission.



PRINT MATERIALS

EDUCATOR EFFECTIVENESS IMPLEMENTATION HANDBOOK

The Educator Effectiveness Implementation Handbook is an introductory planning tool for school-level or district-level implementation of Educator Effectiveness Best Practices. It contains the “nuts and bolts” of the items and issues to consider in beginning the planning process for Educator Effectiveness Best Practices, along with recommended timelines and essential steps to success.

TAP IMPLEMENTATION HANDBOOK

The TAP Implementation Handbook is an introductory planning tool for school-level or district-level implementation of TAP. It contains the “nuts and bolts” of the items and issues to consider in beginning the planning process for TAP, along with recommended timelines and essential steps to success.

TAP LEADERSHIP TEAM HANDBOOK

The TAP Leadership Team Handbook provides important resources to assist administrators and mentor and master teachers with the implementation of the TAP System in schools. This provides in-depth explanations and examples of all TAP processes, including leadership teams, cluster meetings, individual growth plans (IGPs) and field testing. The content was written, vetted and edited by experts with years of experience implementing the TAP System.

TAP CAREER TEACHER HANDBOOK

The TAP Career Teacher Handbook serves as a guide for teachers, teacher leaders and administrators in implementing the TAP Teaching Standards and observation process. Educators are encouraged to use this handbook as a guide for understanding and implementing best instructional practices. The handbook provides numerous examples of what the standards and indicators look and sound like in the classroom.

TAP EVALUATION AND COMPENSATION (TEC) HANDBOOK

The TAP Evaluation and Compensation (TEC) Handbook provides districts and schools with a framework and instruments to implement TAP's instructionally focused accountability and performance-based compensation systems. It is designed to help schools measure performance and compensate educators according to their skills, knowledge, responsibilities and student learning gains. It provides recommendations for the calculation and distribution of performance-based compensation. The guide is a partner resource to the TAP Implementation Handbook.



“There are very few other systems out there that allow teachers to give feedback to teachers in a structured way. Developing a culture where feedback is accepted, appreciated and the norm in our schools promotes success. Such a culture changes the perception around evaluation that once may have been perceived as negative to a system that promotes growth in instructional practices and achievement.”

Betsy Hargrove

*Superintendent
Avondale, Arizona*



CONFERENCES AND INSTITUTE

NIET/TAP NATIONAL CONFERENCE is a dynamic gathering of practitioners, federal, state and district officials, Institutions of Higher Education (IHE), education organizations, foundations and businesses who play a key role in advancing educator effectiveness across the country. In addition to practitioner-focused breakout sessions, trainings and hands-on workshops, the conference features national and state level policymakers, along with leading practitioners, discussing solutions to critical issues facing America's K-12 system. Visit niet.org to learn more about this year's dates, speakers and sessions.

TAP SUMMER INSTITUTES offer in-depth professional development to teacher and school leaders to systematically strengthen their skills and develop plans for increasing the effectiveness of classroom teaching to address student needs. Week-long institutes take place in various locations across the country.



NEXT STEPS AND CONTACT INFORMATION

Our partners use a variety of resources, including federal, state and local funds, to support their efforts to increase educator effectiveness. For example, the Every Student Succeeds Act (ESSA) provides significant flexibility in the use of federal funds to support improvements in educator effectiveness.

The NIET pricing structure is designed to provide affordable training and support opportunities including: onsite, virtual and print resources. The list attached provides general pricing information. For more details and quotes contact the NIET office at 479.249.8091 or via email at info@niet.org.

Visit niet.org
to learn more.



NIET

NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING

**EDUCATOR EFFECTIVENESS
RESOURCES & SERVICES**

niet.org

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