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| **Sample Agenda** | **Sample Follow-up Questions** |
| **Overall Reflection regarding TPGES**  1  Teacher shares what was learned through the implementation of the effectiveness system up to this point. | * What have you learned from the process? * What are you curious about regarding the next stages of implementation of TPGES? |
| **Review the Evidence collected regarding the Student Growth Goal/Plan**  2   * Teacher shares data/evidence toward Student Growth Goal attainment * Principal asks questions and provides feedback through sharing evidence considering the following:   + How are students meeting or showing progress toward growth goal and proficiency targets?   + What patterns do you see in special populations of students?   + How do the activities, materials and resources in the student growth plan align to the needs of the students now that you have the new data?   + Do timelines need to be adjusted? * Principal and teacher collaborate to refine the plan. | * What has been the impact on student performance? * What are the next steps or actions you will need to take to support the students in achieving their growth goal and proficiency target? * What additional evidence will you gather to determine your progress toward meeting the goal? * Did you have any surprises with the assessment results? * What types of adjustments should you make in your instruction? * How do you think the plan should be refined? * Identify any barriers that you might need to plan for as you implement your plan. |

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| **Review evidence from pre- and post- observation conferences and observations (Domains 1, 2 and 3)**  3   * Teacher reviews communication notes from pre- and post-conference and formal observations and responds to the following prompts during discussion with principal: * How do you think you have shown improvement? * In what areas do you still need to grow and what evidence can you show or provide? * What professional practices and decisions in your work have had the most influence on your ability to support your students to achieve growth? | * Were you surprised about anything in the notes or evidence from the observations? * What patterns do you see? * What impact has the evidence had on your professional practice? * What advice do you have for me to collect better evidence? |
| * **PGP Goal/Plan and Professional Responsibilities (Domain 4)**   4   * Teacher shares data/evidence toward Professional Growth Plan Goal attainment. * Principal asks questions and provides feedback through sharing evidence considering the following: * How has this goal caused you to change professional practice? * How has this change caused an increase in student progress? * Principal and teacher collaborate to refine the professional growth goal/plan. | * Describe how your goal has provided a “stretch” for you? * How will this impact your professional practice? * What is different in your classroom? * What evidence will you gather to determine your progress toward meeting your goal? * How will you use the identified resources/ materials? * How do you think the plan should be refined?( activities, resources, timeline) * How have will you collaborated with others as you work on this plan? * How do you plan to share your learning? |

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| * **Identify supports needed and next steps to collect evidence**   5  **(Domains 1-4)**   * What are our next steps to refine the process? * How will we gather evidence from our daily work in each domain? | * How will these next steps ensure professional and student growth? * How will we follow-up before our next conference? |

* What patterns are you seeing across the school as teachers review their goals and plans?
* What strengths are you seeing in the implementation of the goals?
* What patterns are you seeing with areas of growth?
* How can you group teachers to support each other in this process?
* What implications do the goals and plans have for the school as a whole?
* How can you best utilize your resources to support teachers? Support students?
* What implications do the teacher goals have on your own Professional Growth Plan and Student Growth Goals?