

Live Webinar | Dec. 5, 2023 at 3pm ET

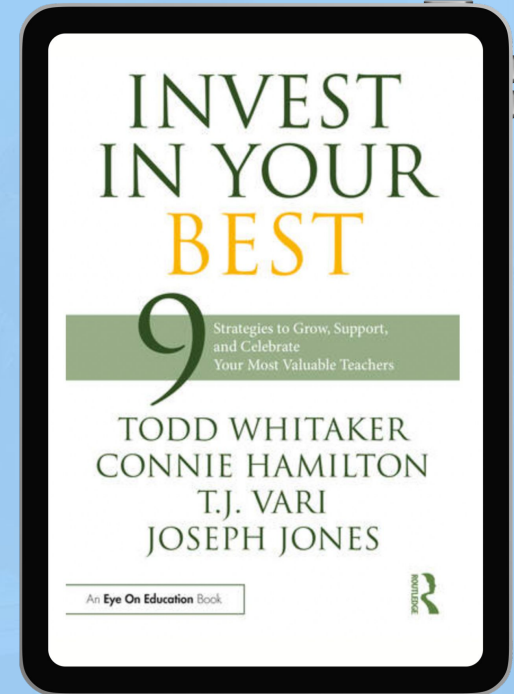
A Principal's Playbook:

Two Key Practices to Retain
& Support Your Teachers

Co-hosted by: Connie Hamilton, Ed.S., Joseph Jones, and Dr. T.J. Vari

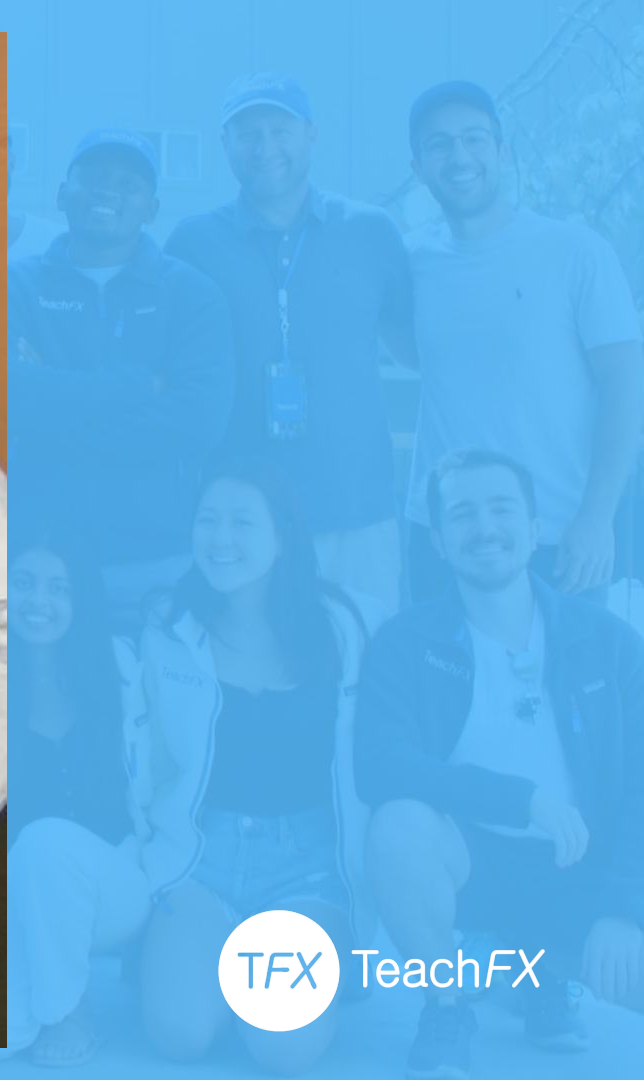


authors of:



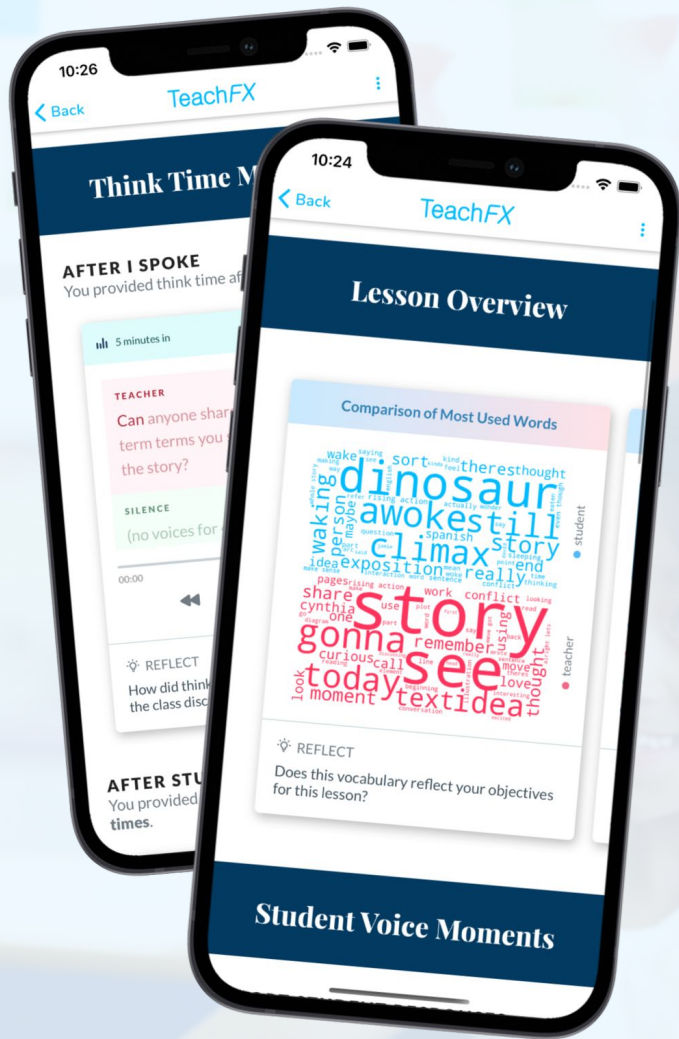


TeachFX's mission
is to promote
**more meaningful
and more equitable
classroom dialogue**
by empowering teachers
with feedback on their
instruction.



Three key research ideas underlie our work:

1. **STUDENT TALK** → Students need to speak in order to learn. (Holthuis et al., 2014)
2. **EQUITY** → Vulnerable populations benefit the most from speaking in class but get far fewer opportunities to do so than their peers. (Ho, 2005)
3. **FEEDBACK** → To improve learning outcomes, teachers need frequent feedback on their instruction (Hill, 2020)



About the TeachFX model

- ***The TeachFX app***

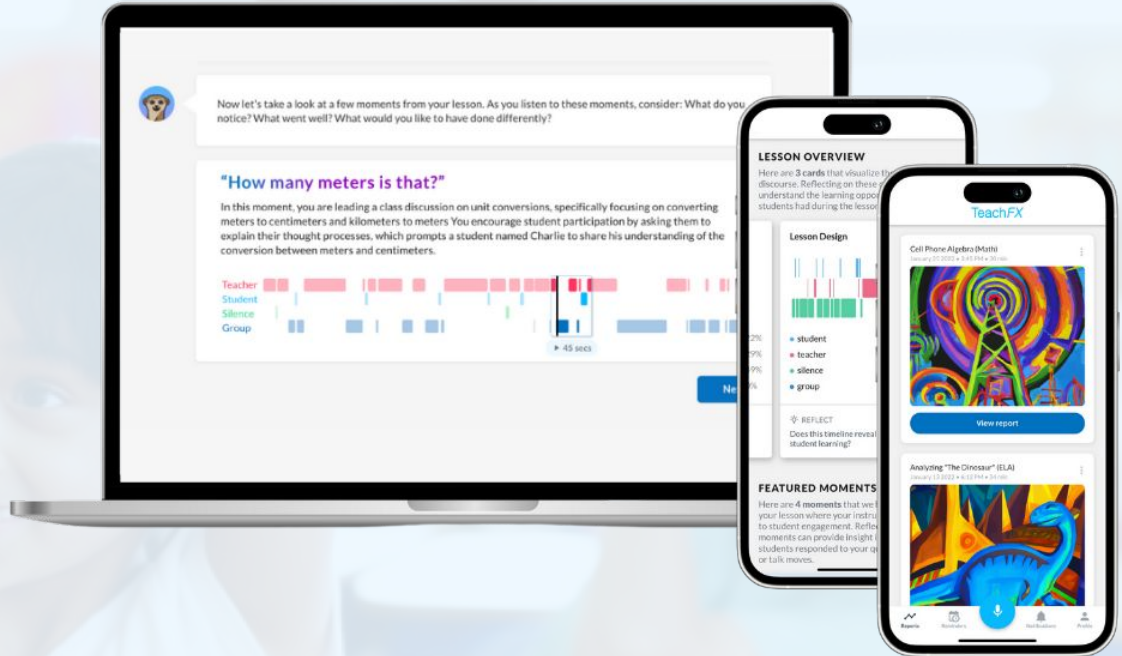
Teachers record with the TeachFX app, which has now been proven efficacious in three independent, large-scale RCT studies.

- ***Workshops with teachers***

Our Professional Learning team helps teachers use high-leverage practices and leverage TeachFX data in PLCs.

- ***Leadership team coaching***

We work with instructional leaders to achieve their goals and build ongoing capacity to support teachers.



Meet our co-hosts



Connie Hamilton, Ed.S.
Author, Speaker, & Presenter



Joseph Jones, Ed.D.
Superintendent
New Castle County Vo-Tech
School District



T.J. Vari, Ed.D.
Deputy Superintendent of Secondary
Schools & District Operations
Appoquinimik School District



Joseph Hyun
Head of Partner Success
TeachFX



A person with long, curly hair is seen from behind, writing on a whiteboard. The whiteboard is filled with mathematical equations, including $\frac{\partial}{\partial x} + \frac{\partial}{\partial t} (\rho u) = 0$, $\frac{\partial u}{\partial x} = \frac{\partial p}{\partial x}$, and $\frac{\partial}{\partial t} (\rho u) + \frac{\partial}{\partial x} (\rho u^2) = \frac{\partial p}{\partial x}$. The person is holding a white marker in their right hand, which is raised towards the top right of the whiteboard. The background is a solid blue color.

55%

**of educators say they plan to leave
education sooner than planned.**

According to the National Education Association, January 2022

INVEST IN YOUR BEST

9

Strategies to Grow, Support,
and Celebrate
Your Most Valuable Teachers

TODD WHITAKER
CONNIE HAMILTON
T.J. VARI
JOSEPH JONES

An Eye On Education Book



Invest in your *best?*

TFX TeachFX

Two Key Practices to Retain & Support Your Teachers

**Data-Informed
Feedback**

**Personalized
Professional
Learning**

Data-informed feedback

Non-Evaluative

Low stakes for teachers to modify their own thinking and behavior

Objective

It's a snapshot of what happened, pre-interpretation.

Frequent

Teachers choose when to get feedback, and it's private to them

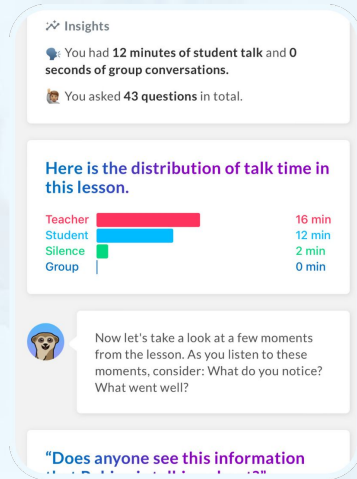
Principals share with us...

“I simply can’t observe **every** classroom. I’m only able to focus on a few teachers at a time...”

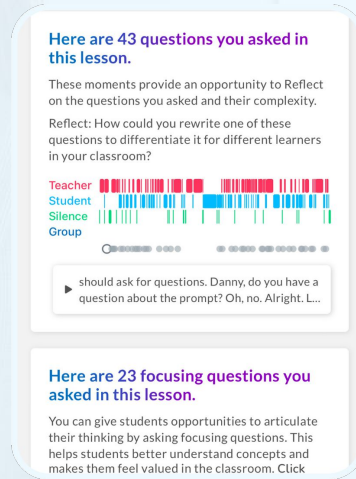
“I want to give **feedback** to every teacher and in a way that feels more **supportive than evaluative.**”

“Our teachers are **so busy**, it’s hard to imagine having **time** for meaningful reflection.”

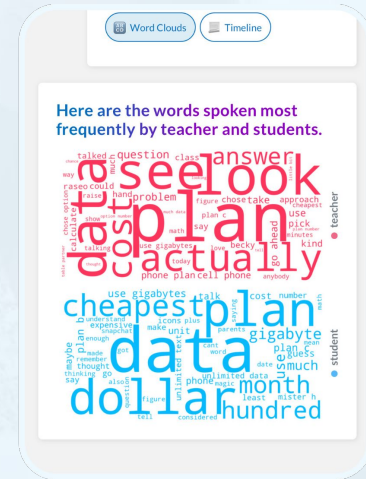
TeachFX empowers educators with data-informed feedback



The amount of student talk and teacher talk



Teachers' use of questioning



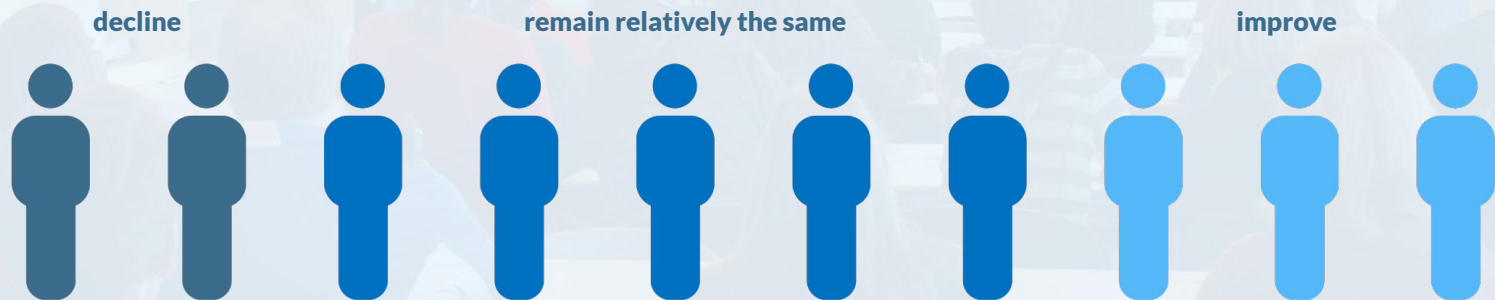
Use of standards-aligned academic vocabulary

How can principals deliver data-informed feedback?

Why personalize professional learning?

One-size-fits-all PD is expensive, time-consuming, and ineffective

Over several years, teachers saw their evaluations scores:



Only 3 in 10 teachers demonstrated substantial improvement.

Most teachers are marching in place - and some are even seeing their performance decline.

What is personalized professional learning?

Effective, Personalized Professional Learning Is:

Explicit

No doubt on what is going to be learned, why it is important, and how it can be used in the classroom to support student achievement

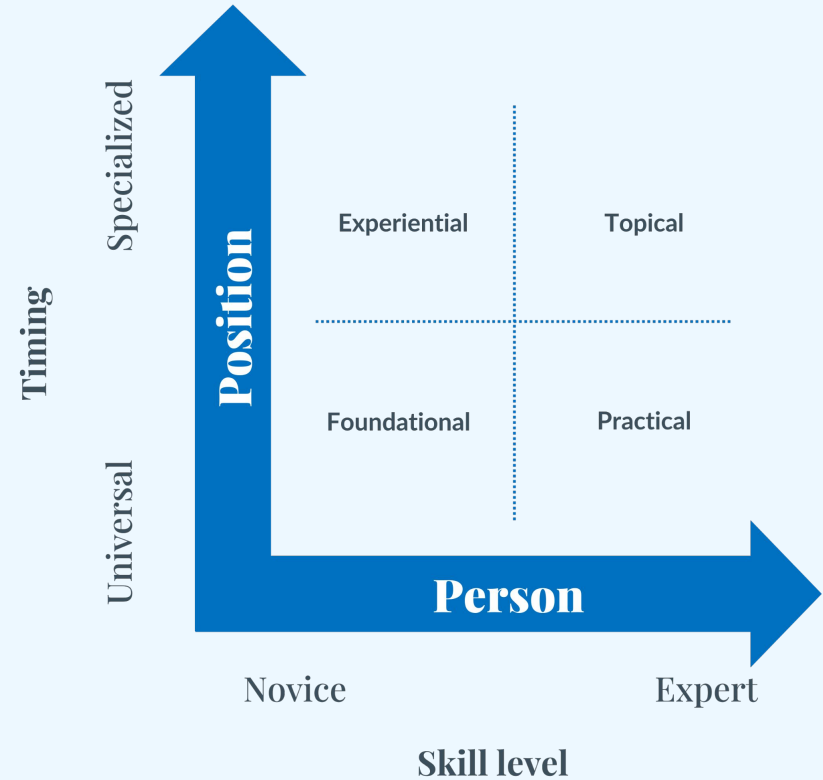
Intentional

Teachers' skill development and the goals of the school are aligned

Continuous

A continuum of rigor: robust, diverse, and increasingly more rigorously applied

Professional Learning Matrix



**How can you
personalize PL in
ways that honor
both your time and
your teachers'
time?**



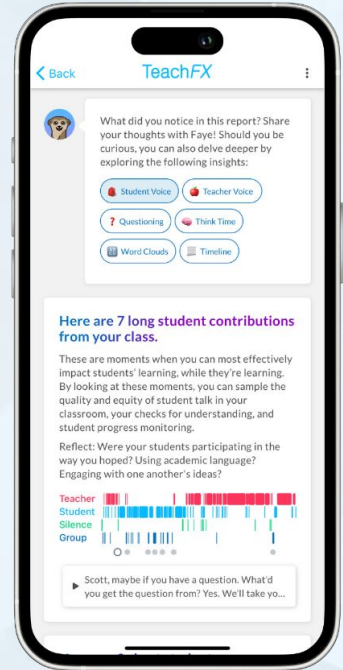
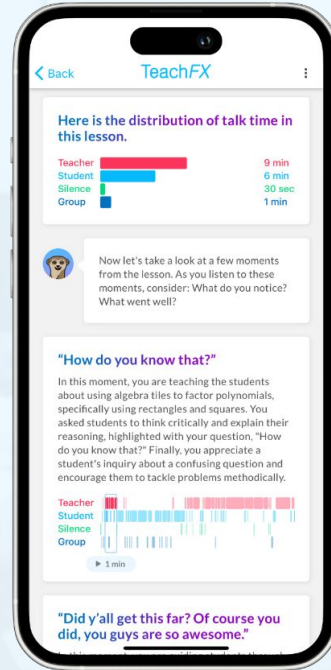
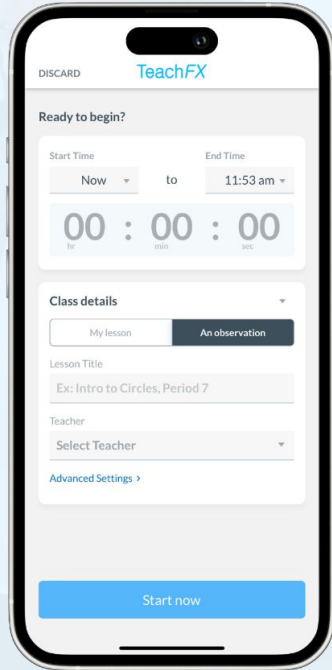
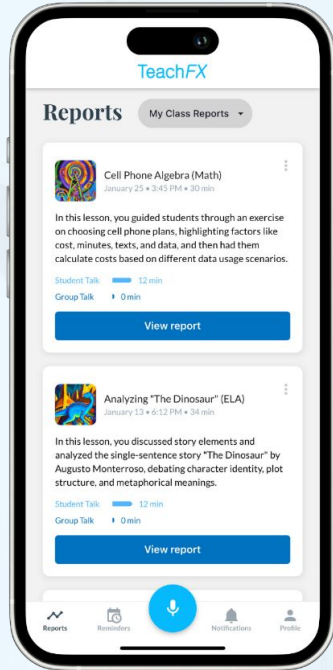
**I THINK WHOEVER IS
DOING THE MOST
TALKING...IS DOING
THE LEARNING.
TEACHFX IS THE
TOOL TO DO THAT.**

”

Anthony Reid
Math Instructor, Howard HS of Technology
Wilmington, DE

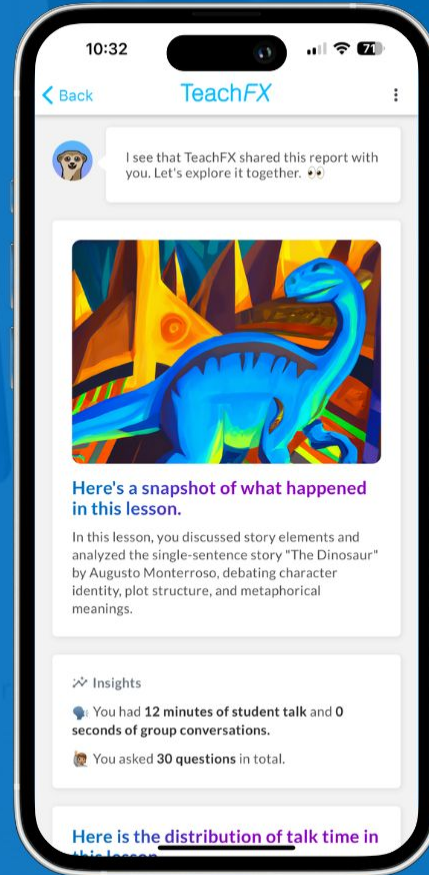


TeachFX app provides instructional insights



Lesson Snapshot

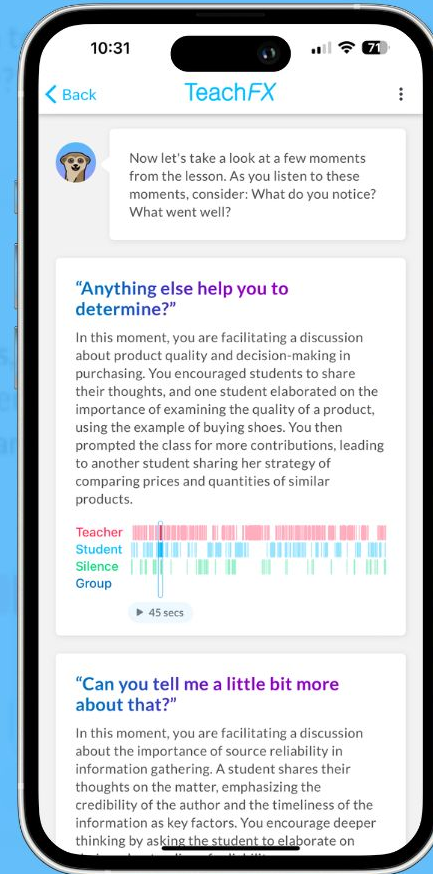
At-a-glance, see talk time stats, how many questions you asked, and a description of your lesson.



Now let's take a look at a few moments from your lesson. As you listen to these moments, consider: What do you notice? What went well? What would you like to have done differently?

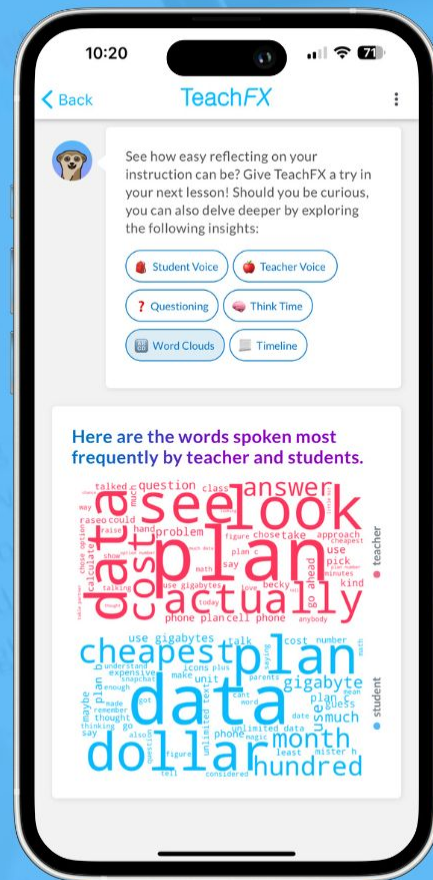
Moments

Listen back to key moments from your lesson and reflect on what you hear.



Insights

Dive deep into a range of TeachFX insights like *Student and Teacher Voice*, *Questioning* & *Word Clouds*.



The more teachers use TeachFX, the more their student talk increases

Average student talk increases for all TeachFX users

Teachers with
>1 recording



8% increase

Teachers with
>5 recording

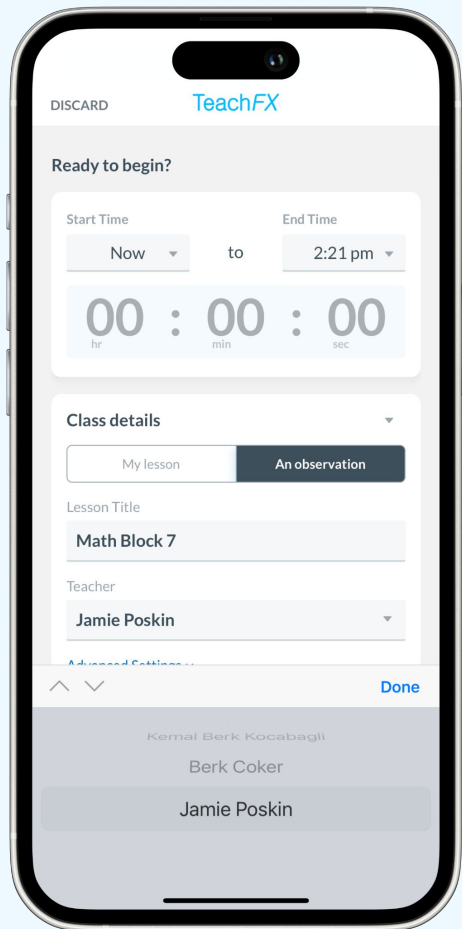


27% increase

Teachers with
>10 recording



88% increase



New!

TeachFX Coach Mode

Meet your new
co-pilot for classroom
observations &
walkthroughs

Ask us anything!



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Joseph Jones, Ed.D.
contact@theschoolhouse302.com



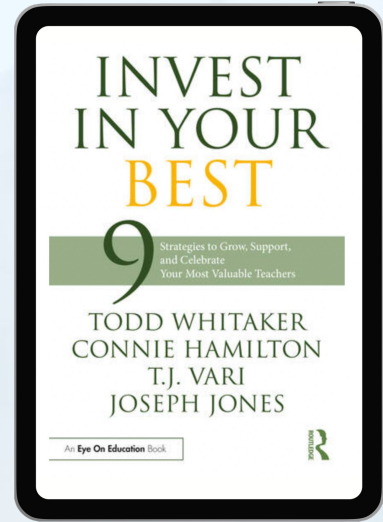
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Joseph Hyun
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Ten of today's attendees will win a copy of
***Invest in Your Best: 9 Strategies to
Grow, Support and Celebrate Your
Most Valuable Teachers.***



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