

## T-TESS Field Supervisor Observation Training – Frequently Asked Questions

### 1. What is the Field Supervisor Observation Training?

Field Supervisor Observation Training is training developed for providing guidelines and instruction in delivering structures and practices for field supervisor observation visits to teacher candidates participating in clinical teaching or internship experiences through educator preparation programs (EPPs).

### 2. Why was this training developed?

This training was developed to meet the requirements of recently adopted Texas Administrative Code (TAC) §228.35(g) and (h). This section of TAC requires that “supervision of each candidate shall be conducted with the structured guidance and regular ongoing support of an experienced educator who has been trained as a field supervisor. Supervision provided on or after September 1, 2017, must be provided by a field supervisor who has completed TEA-approved observation training.”

### 3. What is the purpose of this training?

The training has been developed to instruct field supervisors of EPPs in best practices for providing in-classroom support and coaching to teacher candidates during required observation visits. Further, this training has been developed to align with the type of observation visits that teachers will receive on their campus under the Texas Teacher Evaluation and Support System (T-TESS). The goal is to align expectations for EPPs and teacher candidates with the expectations of the state’s recommended evaluation and appraisal system while providing programs with tools to provide meaningful feedback and support to their candidates.

### 4. What will this training include?

The training includes the following:

- Rationale for the training
- An overview of the T-TESS domains and rubric
- A review of the role of a field supervisor
- An overview of the evaluation cycle: pre-conference, observation, post-conference
- A review of the elements of an effective lesson
- Instruction in planning for and conducting a pre-conference
- Practice in conducting a pre-conference
- Instruction in and practice in collecting evidence during an observation
- Practice in categorizing evidence collected during an observation and connecting it to the domains
- Instruction in preparing for and conducting an observation debrief
- Practice in conducting a post observation debrief
- Instruction in and practice in coaching and encouraging teacher reflection through questioning
- Additional resources

### 5. Who needs to take the training?

All field supervisors who support clinical teachers or internship teachers who have been admitted to an EPP on or after December 27, 2016.

### 6. What is the deadline for receiving this training?

Field supervisors who support clinical teachers or internship teachers who have been admitted to an EPP on or after December 27, 2016, must complete this training by September 1, 2017.

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### **7. How long will the training last?**

This is a full day (8-hour) training.

### **8. Who can provide this training?**

This training may only be delivered by approved T-TESS trainers.

T-TESS trainers have completed T-TESS appraiser certification, the T-TESS Training of Trainers, and a co-training requirement and are active in the current T-TESS trainer database maintained by ESC 13. Contact [support@teachfortexas.org](mailto:support@teachfortexas.org) for more information on the T-TESS certified trainer process.

### **9. When will the training be offered?**

The training will first be available in May of 2017, and will continue to be offered during June, July, August, and September, 2017. The number of trainings and specific dates for trainings will be determined by the need in each region and by available training space. After this initial rollout of training, the training will be offered as needed by each ESC.

### **10. Where will the training be offered?**

The training will be offered at each of the 20 Education Service Centers (ESCs) across the state of Texas. An EPP may also work with an ESC to have the training provided at the EPP. All training must be delivered face to face. Online and distance learning options are not permitted.

### **11. How much will the training cost?**

Training provided at an ESC will cost approximately \$125 per field supervisor. ESCs have the ability to modify pricing schedule to cover extra materials and other needs. Each EPP will determine whether payment for individual field supervisor training will be the responsibility of the field supervisor or will be paid for by the EPP.

### **12. Where can the training materials to deliver this training be accessed?**

The training materials are accessible on the Teach for Texas portal at <https://teachfortexas.org>. These materials may only be accessed and used by T-TESS certified trainers and will include sample scripts and complete trainer notes. Revisions to current materials and additional materials will be added to the portal as needed.

Because trainers providing Field Supervisor Observation training are T-TESS certified trainers, there will not be a Training of Trainers process.

### **13. Can an EPP offer this training to its own supervisors?**

An EPP who has a staff member who is a T-TESS certified trainer may provide Field Supervisor Observation training to its own field supervisors. EPPs may contact [support@teachfortexas.org](mailto:support@teachfortexas.org) for more information on the T-TESS certified trainer process.

### **14. Will there be a standard observation form?**

Sample forms will be provided on the Teach for Texas portal and will be available for EPPs to review and adapt to fit the needs of their program. At this time, there are no “required” forms for Field Supervisor Observation/Coaching Training.

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**15. Will there be an assessment at the end of this training that participants must pass in order to provide field support to teachers? How long will the training be valid? Is there a requirement for yearly re-training?**

At this time, there will not be an assessment at the end of the training, there is no expiration on the validity of the training, and there is no requirement for re-training.

**16. Will programs be allowed to develop their own version of Field Supervision Training?**

Programs must use the complete TEA-Approved Field Supervisor Observation/Coaching Training. EPPs may, however, supplement the required training with additional training that is specific to their program.