



BEST FOR ALL
#TNBestforAll

Celebrating and Engaging Your School- and District-Level Awardees

Office of Preparation and Performance | December 2021

TN Department of Education

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1





BEST FOR ALL
We will set all students on a path to success.

ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

2



Agenda

- The Importance of Celebrations
- Best Practices in Celebration
- Brainstorming Session!
- The Importance of Engagement
- Best Practices in Engagement
- Brainstorming Session!
- Additional Resources



3

Answer in the Chat: What is one thing you hope to gain from this training session?



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4

Learning Objectives

Following the completion of this webinar, learners will be able to:

- Identify low-, medium-, and high-cost opportunities for celebrating awardees
- Implement engagement opportunities that develop a shared value partnership between awardees and the school/district



5

Norms

- Please remain on mute throughout the session until asked to unmute and share.
- If you have any questions or comments throughout the presentation, please put them in the chat.
- During breakout group sessions, please plan to have your camera turned on and to be **engaged** and **contributing**.



6

Materials

- The following materials for this webinar can be located on the Educator Recognition website:
 - [Educator Recognition Guidebook for Districts](#)



7

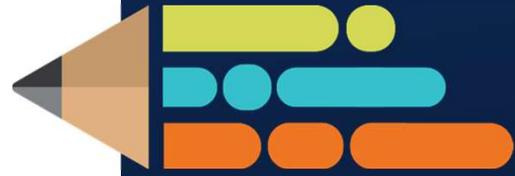
Answer in the Chat:
How do you currently
celebrate and engage
awardees within your
school or district?



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8

Celebrations



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9

The Importance of Celebrations

Celebrations...

- show teachers and leaders that their hard work is recognized and appreciated.
- encourage respect and admiration for the teaching profession from the community.
- highlight teaching as a rewarding career path for students.



10

Best Practices

- Treat your teachers – but get creative!
 - Try to incorporate your teacher’s unique interests and needs into your celebration and appreciation – whether it’s a personalized gift basket, a special parking spot for the year, or a substitute for a day.
- Involve your students, families, and community members in the celebration.
 - Making sure to include a wealth of stakeholders in the celebration efforts can show educators how great of an impact they make – and start to build bridges with partners that can support your school’s projects and initiatives year-round.
- Share the news!
 - Sharing the good news of your school or district Teacher, Principal, or Supervisor of the Year announcement not only makes awardees feel like celebrities, but it also positively highlights the great things going on in your school or district to a much wider audience.



11

How does the department celebrate awardees?



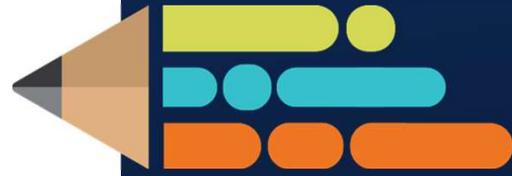
The department hosts two celebrations annually to honor Tennessee’s educator, leader, and staff recognition program awardees:

- **The Excellence in Education Celebration:** honors Teachers of the Year, Milken Educators, and Presidential Awardees in Math and Science Teaching
- **The Tennessee Principal and Supervisor of the Year Celebration:** honors Principals of the Year, Supervisors of the Year, and Recognizing Inspiring School Employees awardees



12

Answer in the Chat: What do you perceive as the biggest barrier or constraint to celebrating awardees?



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13

Ideas for School- and District-Level Celebrations

The Educator Recognition Guidebook for Districts includes a table of sample celebration ideas from low cost, medium cost, and high cost as well as limited planning required and advanced planning required.

	Low Cost	Medium Cost	High Cost
Limited Advanced Planning Required	<ul style="list-style-type: none"> Deliver a letter of congratulations from the PTA/PTO/PTSA president, school board, principal, or superintendent. Present a certificate from the Tennessee Department of Education. Request certificates here. Have a bulletin board display honoring your Teacher, Principal, or Supervisor of the Year. Feature your Teacher, Principal, or Supervisor of the Year in your newsletter, website, or social media. 	<ul style="list-style-type: none"> Send flowers, candy, a balloon bouquet, or congratulatory cards or banners to your Teacher, Principal, or Supervisor of the Year. Take your Teacher, Principal, or Supervisor of the Year out to lunch. Offer your Teacher, Principal, or Supervisor of the Year an additional day of paid time off. 	<ul style="list-style-type: none"> Offer your Teacher, Principal, or Supervisor of the Year the opportunity to attend an all-expenses paid professional development conference of their choice. Offer your Teacher, Principal, or Supervisor of the Year a scholarship to continue their education at a local college or university.
Advanced Planning	<ul style="list-style-type: none"> Have students, families, and community members send congratulatory notes or video messages. Provide special recognition at a faculty, PTA/PTO/PTSA, or school board meeting. Provide a special yearlong parking place. 	<ul style="list-style-type: none"> Host a lunch celebration or special assembly for your Teacher, Principal, or Supervisor of the Year and invite family, friends, and colleagues to join the celebration. Present a plaque or trophy to your Teacher, Principal, 	<ul style="list-style-type: none"> Host a celebratory banquet or event for your Teacher, Principal, or Supervisor of the Year. Work with local sponsors to provide a cash award or grant to your Teacher, Principal, or Supervisor of the Year.

14

Time to Brainstorm!

Take 5 minutes in the chat to do the following:

- Identify a potential celebration for each of the following scenarios:
 - Low cost and limited planning
 - High cost and advanced planning required
 - Medium cost and advanced planning required

You can use the guidebook to support you.



15

The Importance of Engagement

Engagement...

- continues to show your appreciation for exceptional educators and leaders in your district.
- affirms the expertise of exceptional educators and leaders and builds leadership capacity.
- leverages the expertise of exceptional educators and leaders to benefit your school or district.



16

Best Practices

- Ensure engagement opportunities allow for awardees to feel heard and valued.
- Set clear expectations and norms.
- Provide sufficient advanced notice prior to any engagement opportunities.



17

How does the department engage awardees?



Educator recognition program awardees serve on the **Tennessee Teacher Advisory Council**, which meets monthly to provide feedback on department initiatives and policies.

Leader recognition program awardees are often called upon for feedback on department initiatives, and in many cases, serve on the **Principal Study Council** and **Supervisor Study Council**.



18

Ideas for Engaging Awardees

- Invite school- and district-level awardees to meet with the Director of Schools to discuss their advocacy interests, ideally on a routine basis as an advisory council.
- Provide an opportunity for the school- and district-level awardees to address the school board.
- Feature school- and district-level awardees in communications campaigns.
- Invite school- and district-level awardees to facilitate trainings and workshops for the school and district.
- Host an annual gathering for awardees or invite alumni to an existing annual event, such as the district-level Teacher of the Year announcement.
- Encourage former awardees to stay engaged in the selection process by serving as reviewers or mentors.



19

Answer in the Chat:
 What is one way that
 your school/district could
 engage with local-level
 awardees?



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20

Answer in the Chat:
 What is one action you will take to improve the way your school/district celebrates and engages awardees in your school/district?



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21

Additional Resources

- **[Educator Recognition Guidebook for Districts:](#)** Includes program criteria, timelines, sample materials, and best practices for districts implementing recognition programs from nomination to engagement
- **[Educator Recognition Website:](#)** Includes specific program pages with resources for applicants and 2022-23 cycle-specific information
- **Educator Recognition for Districts Series: Webinar #3 - Supporting District-Level Awardees in State Selection:** December 10 from 10-11 a.m. CST. Register [here](#).



22

Thank you for your engagement!

- Please complete this [survey](#) to share your feedback on this session.
- With any additional questions, please contact Janelle.Brown@tn.gov.

