



BEST FOR ALL
#TNBestforAll

Creating School- and District-Level Educator Recognition Processes

Office of Preparation and Performance | November 2021

TN Department of Education

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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

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Agenda

- Overview of Common Selection Methods
- Questions to Consider Activity
- Best Practices
- Additional Resources

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



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Learning Objectives

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

- Identify at least 3 different types of selection
- Implement a selection type that would best fit their local context



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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**.



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Materials

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



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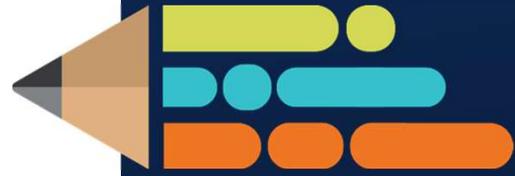
Answer in the Chat:
How do you currently
select educators and
leaders for school-
and/or district-level
recognition?



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Overview of Common Selection Methods



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Common Selection Methods

- Selection by Faculty Vote
- Selection by Leadership and Administration
- Selection by Application and/or Interview Process



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Selection by Faculty Vote



- *Description:* School-level or district-level teachers or leaders of the year are selected based on a vote by their peers, often conducted electronically or via paper votes.
- Pros?
 - Most strongly centers educator voice in the selection process
 - May identify exceptional educators who would not typically seek out recognition
- Cons?
 - May unintentionally create a “popularity contest,” in which educators of the year are selected for their personality rather than excellence in instruction
 - May exclude truly exceptional educators in less visible specialty areas (i.e. ELL or SPED)

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Selection by Faculty Vote



- Questions to Consider:
 - Do educators in my school/district more highly value recognition from their peers or from administration?
 - How might I highlight less visible educators to ensure they are considered?
- Best Practice
 - Generate a faculty vote ballot that includes all teachers or leaders in your school or district that are eligible for the nomination.
- Sample Materials in the Guidebook: Sample Selection Process Calendar, Faculty Vote Email Template, Faculty Vote Ballot Template

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Selection by Leadership and Administration



- *Description:* School-level or district-level teachers or leaders of the year are hand-selected by principals or supervisors.
- Pros?
 - Likely to involve a more complete picture of an educator’s excellence due to leader access to data
 - More likely to identify educators from across content and specialty areas
- Cons?
 - May introduce unconscious bias into the selection process if leaders do not use sufficient evidence to identify nominees
 - May delegitimize the selection process if educators perceive that the leader has not used a rigorous, objective process to identify nominees

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Selection by Leadership and Administration



- Questions to Consider:
 - How will I ensure that unconscious biases do not influence who leaders select?
 - What evidence might leaders need to ensure they select the most competitive nominee?
- Best Practice
 - Align recommendations with available evaluation data and identify educators that consistently demonstrate practices that exceed expectations during observations as well as high achievement and growth scores.
- Sample Materials in the Guidebook: Sample Selection Process Calendar, School Leader Email Template

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Selection by Application and/or Interview



- *Description:* School-level or district-level teachers or leaders of the year submit an application and/or complete an interview, which are reviewed to determine the nominees that will move forward.
- Pros?
 - Most strongly centers merit in the selection process
 - Most closely aligned to the state-level selection process
- Cons?
 - Requires educators to self-select into recognition, which may result in limited diversity of the applicant pool
 - Most time-consuming of the described options

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Selection by Application and/or Interview



- Questions to Consider:
 - When will I begin selection to ensure there is sufficient time to identify nominees?
 - How will I ensure that my selection committees are representative of the educators in my system?
- Best Practice
 - Utilize state-level application materials to construct school- and district-level application and/or interview materials.
- Sample Materials in the Guidebook: Sample Selection Process Calendar, Application and Interview Protocols & Rubrics, Selection Committee Invitations

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Time to Practice!

Take 10 minutes individually to do the following:

- Identify a selection type that seems to be a good fit for your school and/or district based on what you have learned so far.
- Respond to the two “questions to consider” for that selection type.
- Identify one question that you still have about implementing this selection type in your school/district.

Then, we’ll take 10 minutes in breakout rooms to discuss.

After breakout rooms, we’ll come back together as a group to share out and answer any remaining questions.



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Best Practices

- Selection should be conducted by **a representative committee** that includes students, educators, leaders, and alumni award winners across numerous grade spans, content areas, and demographics.
- Selection committee members should receive **advance preparation** for their participation that includes training in **identifying and confronting bias** in the selection process.
- **All nominees and applicants should be notified** about their status after the selection process is complete.
- All district-level awardees should receive **prompt critical feedback and support** to edit their application in preparation for the state selection process.
- Applicants and nominees who are not selected as the school- and district-level nominees should **receive feedback upon request**.



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Answer in the Chat:

As a result of this training, what is one action you will take to implement a new selection process at your school/district or improve the existing selection process?



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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 #2 - Celebrating and Engaging School- and District-Level Awardees:** December 3 from 10-11 a.m. CST. Register [here](#).
- **Educator Recognition for Districts Series: Webinar #3 - Supporting District-Level Awardees in State Selection:** December 10 from 10-11 a.m. CST. Register [here](#).



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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.

