

California Administrative Performance Assessment, CalAPA

Leadership Cycle #3

Supporting Teacher Growth

Overview

Leadership Cycle 3 focuses on instructional supervision. Specifically, the administrative candidate will coach a volunteer teacher to strengthen teaching practices and improve student learning and/or well-being. Through an inquiry process of investigate, plan, act, and reflect, the administrative candidate will become familiar with coaching and observation practices at the school; identify a volunteer teacher whom they will coach; and conduct a full coaching cycle, including a pre-observation meeting, a focused classroom observation to collect agreed upon CSTP-related evidence of practice, and conduct a post-observation meeting. Throughout this leadership cycle, the candidate will reflect on their strengths and areas for professional growth as a coach and an equity-minded leader.

Candidates' Tasks

For Leadership Cycle 3, the administrative candidate will need to:

1. **Investigate:** Inquire and learn about the current teacher coaching, observation, and instructional feedback practices of the school, and analyze these practices. Identify a volunteer teacher, and provide context for the coaching cycle.
2. **Plan:** Using the lens of coaching and instructional feedback and the California Standards for the Teaching Profession (CSTP), plan for, facilitate, and video-record a pre-observation meeting with the identified volunteer teacher.
3. **Act:** Conduct a classroom observation, collect evidence of teaching practices related to identified CSTP(s) and student learning, analyze observation evidence, and facilitate a post-observation meeting. Video-record and annotate your coaching practice during the post-observation meeting.
4. **Reflect:** Identify personal leadership competencies and needs in relation to instructional coaching, observation, collected CSTP-related evidence, and support for teacher growth development.

Support Needed

To support the administrative candidate district and site administrators can:

- Review the teaching Collective Bargaining Agreement. Specifically, familiarize administrator candidates with evaluation, observation, and coaching policies and practices at the School Site/District.
- Assist administrative candidate in finding a volunteer teacher to coach.
- Allow administrative candidate to shadow classroom observations & performance reviews, as appropriate, followed by debriefing sessions.
- Discuss with administrative candidate pre & post observation meetings best practices or lesson learned.
- **NOTE: The administrative candidate may not discuss specifics about their volunteer teacher.**