



Silver Strong & Associates

**New York State Education Department
Teacher and Principal Practice Rubric Providers
Request for Qualification**

**Proposal from Silver Strong & Associates LLC
with School Improvement Network
ESTIMATED PRICING OF SERVICES**

Required School Licensing Options

Pick one of the following options to enable each participating school to use the Thoughtful Classroom Teacher Effectiveness Framework (“the Framework”).

Option A: Print Licensing Option

In lieu of purchasing printed guides for all teachers and administrators, this license enables each school within the contract to print and customize Administrator’s Observation Guides and Teacher Self-Assessment Guides as needed.

Cost: \$500 per school, per year

(Note: Tech-Based Options B & C Provided by School Improvement Network)

Option B: PD 360 & Observation 360

This option is for the PD 360 and Observation 360 platforms, along with electronic versions of the Framework. (NOTE: Observation 360 facilitates tech-based classroom observations, while PD 360 provides professional development resources that are aligned to the Framework—to give teachers on-demand resources based on each teacher’s specific needs.) This option gives every educator in the school unlimited access to over 2,000 professional development video learning segments in PD 360, aligned to the Framework.

Cost: \$4,995 per school, per year

Option C: PD 360, Observation 360, & Common Core 360

This option gives every educator in the school unlimited access to the entire PD 360 library, the Observation 360 platform with electronic versions of the Framework, and the entire library in Common Core 360.

Cost: \$9,995 per school, per year

Recommended Training Services

The following components are highly recommended for successful implementation of The Thoughtful Classroom Teacher Effectiveness Framework ("the Framework"). All training is priced with one Silver Strong & Associates (SSA) trainer for up to 40 participants. For groups larger than 40 educators, an additional SSA trainer may be needed.

Leadership Training (2 days)

One of the greatest challenges facing today's school leaders is the challenge of raising the expertise of their teachers. Teacher effectiveness has become a significant part of the national discussion on education. Everybody agrees that what teachers do in the classroom matters deeply. A 2007 study of the world's top 25 school systems puts it this way: "The quality of an education system cannot exceed the quality of its teachers." The same study concluded, "The only way to improve outcomes is to improve instruction." To help administrators and school leaders respond to this new challenge, we have created the Thoughtful Classroom Teacher Effectiveness Framework, a "simple and deep" approach to evaluating and enhancing teacher effectiveness. The ultimate goal of this framework is to create a common language for talking about what constitutes high-quality teaching.

In this two-day training, participants will be given an overview of the Framework. Participants will be introduced to

- The research behind the Thoughtful Classroom Teacher Effectiveness Framework.
- The dimensions that make up the Framework, including: The Four Cornerstones of Effective Teaching (Dimensions 1-4), The Five Episodes of Instructional Design and Delivery (Dimensions 5-9), and Professional Practice (Dimension 10).
- A set of specific and observable behaviors in each dimension.
- Specific student behaviors to look for as signs of effective teaching within each dimension of quality instruction.
- A simple feedback protocol that helps administrators provide focused and meaningful feedback to teachers on their practice.
- A set of four-point rubrics for turning formative observation data into summative evaluations.
- A Teacher Self-Assessment Guide, which teachers use to reflect on and assess their own practice.

In addition, we've been working with a number of districts to explore and deepen the connections between the Framework and Common Core State Standards. By using the Framework, schools can address teacher evaluation and the Common Core as part of a single initiative.

Cost: \$5,000 per day, per trainer (includes labor and travel)

Recommended Training Services (Continued)

Staff Orientation (1 day)

A one-day, on-site foundation training session to help lay the groundwork for the Framework in practice. This training will provide participants with the *What*, the *Why*, and the *How* of teacher effectiveness. During this session, we will work with the entire faculty to

- Review the keys lessons of teacher effectiveness.
- Introduce the Framework.
- Explain how the Framework will be implemented in the school(s)/district(s).

Cost: \$5,000 per day, per trainer (includes labor and travel)

Additional Training and Coaching Services

In addition to the recommended training components, SSA also offers schools and districts a range of training and coaching services to help them supplement, sustain, and get the most out of the Framework.

Leadership Coaching and Technical Assistance (as needed)

Designed to nurture and reinforce the ideas and strategies from the Leadership Training, an SSA trainer will meet with administrators and school leaders during the school year to provide ongoing coaching visits. During this time, the SSA trainer will accompany and coach administrators as they use the protocols learned during Leadership Training.

Cost: \$5,000 per day, per trainer (includes labor and travel)

Foundation Training (3 days)

This comprehensive three-day session uses the full range of Thoughtful Classroom resources to help participants improve their planning and practice. Participants will explore instructional tools, research-based strategies, and a thoughtful lesson/unit design model aligned with the Framework to enhance their own effectiveness.

Cost: \$5,000 per day, per trainer (includes labor and travel)

Additional Training and Coaching Services (Continued)

PLC Training (as needed)

An SSA trainer will work with schools to establish and sustain professional learning communities (PLCs) that focus on improving every teacher's practice. In order to ensure the effective operation of PLCs around research-based strategies, we've developed a line of products called PLC Guides with ASCD. This training component, along with the PLC Guides, will help PLCs focus their improvement efforts around the best research and get real results in the classroom.

Cost: \$5,000 per day, per trainer (includes labor and travel)

Teacher Leadership Training (as needed)

These training sessions are designed to develop a group of teachers, who have been trained in the foundations of the Framework, into a cadre of teacher-leaders who will serve as on-site trainers, coaches, and mentors to the staff within the school and/or district.

Cost: \$5,000 per day, per trainer (includes labor and travel)

Video Conferencing and Online Coaching (as needed)

SSA will provide ongoing support and coaching to teachers and administrators as needed throughout implementation of the Framework.

Cost: \$500 per hour, per trainer

Materials and Resources

Please note that materials will be geared to the specific needs of schools and districts to support and sustain the implementation of the Framework. Over the course of an initiative, this typically includes two books, two to four PLC Guides, and workshop materials as needed for all participants. SSA offers volume discounts on all purchases of 35 copies or more of a single title. All prices listed are subject to change.

Publications	Cost
Books	
<i>Tools for Promoting Active, In-Depth Learning</i> (2 nd edition)	\$24.95
<i>Tools for Thoughtful Assessment</i> (will be published in 2012; participants may receive a pre-publication copy and will be sent the book once it is published)	\$34.95
<i>The Strategic Teacher: Selecting the Right Research-Based Strategy for Every Lesson</i>	\$27.95
PLC Guides	
<i>Compare & Contrast</i>	\$19.95
<i>The Interactive Lecture</i>	\$19.95
<i>Reading for Meaning</i>	\$20.95
<i>Task Rotation</i>	\$20.95
<i>Classroom Curriculum Design</i>	\$20.95
<i>Questioning Styles and Strategies</i>	\$16.95
<i>Word Works: Cracking Vocabulary's CODE</i>	\$16.95
<i>From Note Taking to Notemaking</i>	\$16.95
<i>Inference</i> (will be published in 2012)	\$20.95
Workshop Materials	
Custom Workshop Packet	\$10.00 (per packet, per participant)