

Introduction

Purpose

The teacher progress map (TPM) is a simple, comprehensive tool administrators can use to overlook and monitor teacher improvement in the Big Four areas of classroom management, content planning, instruction, and assessment for learning.¹

The TPM is designed to be used by principals in conjunction with the Big Four Teacher Evaluation Tool and the Big Four Mini-Coaching Manuals. Thus, principals can use this map to keep track of how effectively teaching is occurring, basing their observations on data they gather while observing teachers using some or all of the components of the Teacher Evaluation Tool.

Additionally, professional learning (which might include workshops, instructional coaching, and professional learning communities) can focus on teaching practices that specifically address the Big Four. Mini-Coaching Manuals have been created for all of the specific areas within the Big Four framework.

How to Use the TPM

The teacher progress map is a simple five-column table administrators can use to record how their teachers are progressing. Column one, on the left-hand side of the table, should be used to list the names of all teachers described on the progress chart. The four other columns of the table should be used to document how completely each teacher has mastered each of the Big Four areas of classroom management, content planning, instruction, and assessment for learning. We suggest the following criteria:

L = Limited use of the targeted teaching practices

S = Some use of the targeted teaching practices

M = Mastery of the targeted teaching practices

Specific criteria for each of the Big Four areas are included in this short manual. In addition, a hard copy of the teacher progress map is

1. To protect the non-administrative nature of coaching, we suggest that coaches do *not* use the teacher progress map.

included, and an electronic copy of the map can be downloaded from www.instructionalcoach.org/tools.html. We suggest administrators create a new map whenever they see improvements in teachers' implementation of the Big Four. For this reason, the electronic version of the map may be more convenient, and the tool can be kept confidential with password protection on a computer.