**A Process for Unpacking School Level   
Teaching and Learning Conditions in Colorado (TLCC) Results**

**Section 1: Predictions**

**BEFORE YOU LOOK AT YOUR RESULTS**: Look across the TLCC categories listed below, note some predictions you have about your school’s (or district’s) results compared to the 2022 TLCC administration.

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| --- | --- | --- |
|  | **TLCC GENERAL CATEGORIES** | **TREND PREDICTION** |
| **1** | New Teacher/staff Questions *(only asked of teachers and staff with less than 3 years or new to school)* |  |
| **2** | Professional Climate |  |
| **3** | Teacher Leadership |  |
| **4** | Staff Evaluation |  |
| **5** | Community Support and Involvement |  |
| **6** | Instructional Practices and Support |  |
| **7** | Professional Development |  |
| **8** | Time |  |
| **9** | Facilities and Resources |  |
| **10** | Managing Student Conduct |  |
| **11** | Support for Student Wellbeing |  |
| **12** | Support for Own Wellbeing - Teachers |  |
| **13** | General Reflection |  |
|  | **EDUCATION SUPPORT PROFESSIONAL CATEGORIES** |  |
| **14** | Job Satisfaction |  |
| **15** | Roles and Responsibilities |  |

1. **CONSULT YOUR STRATEGIC PLANS:** Review your Unified Improvement Plan, or other strategic planning documents and identify specific performance challenges or root causes for which the TLCC categories may provide helpful insight. Consider also reviewing last year’s UIP to review specific strategies that were implemented that may have had an impact on TLCC response data.
2. **MAKE PREDICTIONS:** Based on areas of current focus and known challenges, what are some categories where you think your school results will have changed the most? In other words, what do you think educators feel more or less positive about within the school compared to prior years?

**Section 2 – Part 1: General Results Reflection**

**Visit the TLCC website (**[**www.tlccsurvey.org**](http://www.tlccsurvey.org)**) or look at the pdf of your TLCC results.**

**AFTER LOOKING AT CATEGORY-LEVEL RESULTS**: With your team, identify two to three categories you would like to explore more deeply.

|  |  |
| --- | --- |
|  | **TLCC GENERAL CATEGORIES** |
| **1** | New Teacher/staff Questions *(only asked of teachers and staff with less than 3 years or new to school)* |
| **2** | Professional Climate |
| **3** | Teacher Leadership |
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**Category 1: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Category 2: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Category 3: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Section 2: General Results Reflection**

Ask each individual to jot down some initial thoughts about each of the three prioritized sections. Then, discuss as a group themes across everyone’s reflections.

**Prioritized Category 1:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. How did the results of this section compare with your predictions? What surprises you the most about the results in this section?
2. **What are some of the most positive results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.
3. **What are some areas for improvement based on these results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.

**Prioritized Category 2: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. How did the results of this section compare with your predictions? What surprises you the most about the results in this section?
2. **What are some of the most positive results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.
3. **What are some areas for improvement based on these results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.

**Section 2: General Results Reflection**

**Prioritized Category 3: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. How did the results of this section compare with your predictions? What surprises you the most about the results in this section?
2. **What are some of the most positive results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.
3. **What are some areas for improvement based on these results** (e.g., percentage of favorable responses highest across all of your results, school results that are higher than district and/or state average)? Note some initial ideas about why you think you’re seeing these results.

**Section 3: Next Steps**

**As a team, make decisions about next steps to follow up on these priorities. Some suggestions include:**

* Broaden the conversation to include multiple stakeholders (e.g., entire staff, building leadership, district representatives, school accountability committee, outside experts), as appropriate. The TLCC data is just a beginning place and should initiate conversations to dig in deeper.
* Take time to celebrate the positives. Frame the less positive results as areas for further discussion and as opportunity for improvement.
* Incorporate the TLCC analysis in the school or district’s Unified Improvement Plan (UIP) as a part of the root cause analysis.
* Consider specific actions steps; identify key players, sketch out a timeline, and include measures of success (e.g., implementation benchmarks) to help benchmark progress.