TEXAS
**INSTRUCTIONAL**
LEADERSHIP

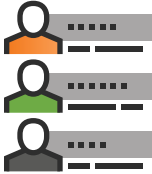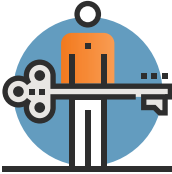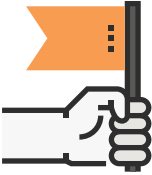# Accelerate your campus growth with
# Total TIL

esc13.info/tilinfo

★ REGION 13
EDUCATION SERVICE CENTER

# *Introducing the* Total TIL *Approach*

We are a network that provides a comprehensive support plan that helps district and campus leaders revamp campus systems to ensure efficiency and operationalize best practices in education.

The purpose of Total TIL programming is to shift from the traditional development package mindset to the active implementation of quality systems in key areas throughout a campus and/or district. The benefits of this approach give district and campus leaders the opportunity to:

- Take time to engage in, internalize, and blend best practices in education

- Align systems that lead to a strong implementation, that include developing clear roles and responsibilities and performance management

- Ensure sustainability of best practices by scaling and enhancing practices

| *Traditional Professional Development:* | *Total TIL:* |
|---|---|
| Stand alone training |  Multiple rounds of training with implementation support and coaching in between PD sessions |
| TIL as an initiative |  Systemize best practices in instructional leadership |
| School Improvement Intervention (Get out of SI) |  Developing and executing a strong approach to instructional leadership |

TEXAS
INSTRUCTIONAL
LEADERSHIP

# Total TIL *Two-Year Timeline*

| Total TIL | | Jun | July | Aug | Sep | Oct |
|---|---|---|---|---|---|---|
| **Year 0** | Pre TIL Work | | | | | |
| **Year 1** | SCR | F2F PD | | | | |
| | MIA | | F2F PD | | | |
| | O/F | | | | | |
| **Year 2** | DDI | | F2F PD | | | |

# Year One

## *Spring* 2025:

- **TIL Induction and Learning Readiness:**
  - » Focus on readiness, enabling systems, and progress on Lever 1: Strong School Systems and Planning support.
  - » What is Instructional Leadership?
  - » What are Research-Based Instructional Strategies (RBIS)?
  - » Why is HQIM important?

- **TIL Overview:**
  - » Alignment to instructional processes:
    - — Planning
    - — Instruction
    - — Analysis of Student Learning
  - » Vision of full implementation of core areas: Content Overview
    - — Schoolwide Culture Routines (SCR)
    - — Materials Internalization and Alignment (MIA)
    - — Observation & Feedback (OF)
    - — Data-Driven Instruction (DDI)
  - » Systems for strong implementation from the district/campus lens

- **TIL OnRamp:**
  - » Leading and Managing Complex Change
  - » Cultivating a Culture of Practice and Error
  - » Systems for TIL

- **Introductory Courses:**
  - » Introduction to Observation and Feedback

| Nov | Dec | Jan | Feb | Mar | Apr | May |
|-----|-----|-----|-----|-----|-----|-----|
| *Conversations begin with districts to determine if Total TIL is an appropaite fit* | | | | TIL Overview Induction and Readiness | | |
| Ongoing Implementation Support and 1:1 Coaching of SCR | | | | | | |
| Ongoing Implementation Support and 1:1 Coaching of SCR and MIA | | | | | | |
| | | F2F PD | | Ongoing Imp. Support and and 1:1 Coaching of SCR, MIA O/F | | |
| Ongoing Implementation Support and 1:1 Coaching of SCR and MIA, O/F and DDI | | | | | | |

## Summer 2025:

*All modules include training, implementation support, and 1:1 coaching of the principal supervisor*

- **Module 1: Schoolwide Culture Routines**
- **Module 1: Materials Internalization & Alignment**

## Fall 2025:

- **Observation & Feedback**

## Spring 2026:

- **Recap of all content**
- **Intro to Data-Driven Instruction**

# Year Two

## Summer 2026:

- **Data-driven instruction**

# Total TIL *provides multiple rounds of training, implementation support, and coaching*

| PD | Implement | Coach |
|---|---|---|
| Learn and practice training content for your topic.. | Strategically roll out the practices on your campus.<br><br>Engage in monthly onsite support. | Engage in monthly coaching coversations with teachers, ILT (principals) and TIL coaches. |

| PD | Implement | Coach |
|---|---|---|
| Learn and practice training content for your topic to build on previous learning and implementation. | Strategically roll out additional content on your campus.<br><br>Engage in monthly onsite support. | Engage in monthly coaching coversations with teachers, ILT (principals) and TIL coaches. |

| PD | Implement | Coach |
|---|---|---|
| Learn and practice training content for your topic to build on previous learning and implementation. | Strategically roll out additional content on your campus.<br><br>Engage in monthly onsite support. | Engage in monthly coaching coversations with teachers, ILT (principals) and TIL coaches. |

# Total TIL *Content*

### Schoolwide Culture Routines

Campus and district leaders work to develop and refine high-leverage campus-wide routines that reflect the vision, mission, and values of their campus. Through deliberate planning, campus leaders define the roles and responsibilities of all campus stakeholders and develop systems for a strong rollout and rehearsal of routines, as well as tools to monitor and adjust.
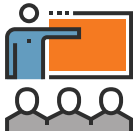
### Materials Internalization & Alignment

Training positions LEAs to strengthen their use of high-quality instructional materials, or HQIM. MIA provides guidance to campus and district leaders around the most effective practices to support teachers to internalize HQIM units and lessons.Leaders will leave the series of sessions with a clear picture of HQIM internalization practices and a toolkit to lead strong PLCs.

### Observation & Feedback

Campus and district leaders engage in training and support to ensure ongoing teacher observations and timely feedback. By using a framework of best practices for content, rigor, and classroom management, campus leaders are able to provide non-evaluative feedback to develop the capacity of teachers.

### Data-Driven Instruction

Supports district and campus leaders to conduct effective, ongoing data meetings that focus on TEKS-aligned formative assessments. Leaders learn how to coach teachers to dive deep into the TEKS to determine what students have and have not yet learned and adjust instruction.

To learn more about Total TIL, please contact
*Megan Cruz,* **megan.cruz@esc13.txed.net**

TEXAS
**INSTRUCTIONAL**
LEADERSHIP

esc13.info/tilinfo

REGION 13
EDUCATION SERVICE CENTER