

## LIFT U 1.3 Parking Lot

December 2-3, 2025

Day 1		
Name	Question	Response from TEA
<b>LIFT Theory of Action and Communication</b>		
<b>Sabiné Harvey</b>	Is there a theory of action one-pager that includes the district and campus roles?	Our next iteration of the Theory of Action, Level 2, will have more specificity at the role level as well as the particular instructional system (PLC, OF). The DC/CC critical actions would remain the most detailed outlining of the actions for those roles.
Tracy Homm	The title of the TOA states “Level 1” What is the significance of “Level 1”? Will there be other levels?	Yes- level 1 is the “high level/summary” view. There are more detailed ones we’re building to get role specific and also drive what we’ll measure for each role.
Michael Norton	Is the ToA the same as an implementation framework? Or will there be a more detailed list of activities that describe how we’ll lead to student learning? (Perhaps the answer to the Level 1 question is the same as the answer to this question)	Level 2 and/or level 3 version of the Theory of Action will get to more detail, but it will be focused on what we’ll measure for each role. If you are looking for a more detailed list of activities, the critical actions document for each role may be a valuable resource.
Michael Norton	Will the “programming” of LIFT be designed based on the theory(ies) of action?	Yes- although we knew much of our programming beforehand (RBIS, product training, PLCs, observation feedback, performance management, etc.). The ToA should help us sequence/prioritize well. For example- after initial training, PLCs, obs feed, and performance management are bolded as key levers.
Chelsea Harned	Will the TOA we are seeing today be shared with districts or should this be a part of the work APs do to kick off the work? If APs are the ones sharing the TOA will there be TEA-created resources (PPTs, handouts,etc.) that we	This is a great question! We will plan to create a training experience that APs can leverage with districts on unpacking/understanding the Theory of Action in the spring. In the meantime, approved providers should feel free to leverage the Theory of Action in communication on LIFT with district and campus leaders, as well as internally in their organization.

	should use or could APs begin making these resources now?	
<b>District Experience Alignment</b>		
Whitney Hanna	Will it be up to the LIFT Lead/DC to find out from district teams about the SI/TSL work, or will TEA help coordinate our initial contact so we can align? Since different LEA leaders often handle these initiatives, it can be tricky to find everyone.	Great question- I do think TEA should play role, but we have not defined the how yet. This is a good nudge for us to get there!  We will work internally on a system to help facilitate (a) the sharing of information of which LIFT districts are also SI and/or TSL, and (b) share guidance on connections between LIFT providers and SI/TSL leads.
Chelsea Harned	Are the Classroom Observatio... considered to be final or can we still give feedback? I'm supportive of everyone using the same observation tools, but see areas where confusion could pop up. For example, in the RLA one where "comprehension strategies" are modeled, how can we ensure everyone is understanding this in alignment with Science of Reading. I can give other examples for RLA and math if it's helpful. Could see Product Support/ Training being an area where we close those gaps and can share those solution ideas if that's helpful. Let mw know who the best person is to email with this info. :)	Agreed that the tools are the first step and the training/calibration is the second/more important step.  Email <a href="mailto:Kathryn.Little@tea.texas.gov">Kathryn.Little@tea.texas.gov</a> with your notes as we are working to finalize tools in the next week so we can shift to planning training.
Lauren Almanza	<i>Will TSL coaches get DC training to have the same context in their PM coaching?</i>	This is unanswered as of now- there will be some intentional training overlap for TSL on pieces of LIFT but we have not decided on how.
Alexa Obregón	<i>Love this conversation around metrics. To be clear, when you say metrics, are those written out and bucketed in a way that can</i>	Yes, there will be aligned output metrics to share on things like obs feed, PLCs, etc that focus on both frequency and quality. We have draft ones we are debating at TEA over the next two weeks or so and should be able to

	<i>then be seen in observation tools, planning protocols, data analysis tools, instruction, etc. When talking about alignment, it might be helpful to see all metrics written to ensure we know what we are aligning to across initiatives and activities. I keep thinking of science of reading metrics I've seen.</i>	share more detail in the new year.
Mendy Wandling	<i>Would it be possible to provide space for evidence to be noted on the observation tool?</i>	We will update forms to have space for notes.
Cathy Lauer	<i>In the "Comprehension" section (RLA) - these seem like yes/no questions. Might not need the scale here. And it would be good to have a space to note what was being used.</i>	We've debated the yes/no in a few instances vs. the full 1-4.  On space to note what was being used- we may not be able to roll that up into the dashboard, at least the first version of the dash.
Kat Molina	<i>Is it possible to add a quick spot up top to identify which component is being observed. In my experience with Bluebonnet Math I have seen different levels of implementation within the different components. It can also aid with leaders identifying which components they may need more data from.</i>	That is interesting- it may or may not be possible for the first version of the dashboard but worth keeping in mind for future iterations.
Michael Norton	<i>Will the managed instruction dashboard only be for LIFT participants? Or is this something all districts in TX can use? (I vote for the latter!)</i>	It will be open to anyone, and required for LIFT and TSL districts and SI campuses.
Miguel Perez	<b>Observation and Feedback:</b> Can we consider not using words that showcase the frequency of classroom visits, such as "Always, etc...", because always may have a different	Good feedback on wording- noting as we finalize.

	<p>interpretation based on its usage in OF. The use of words such as “consistently” are more appropriate and can capture more objective data for the purpose of looking at trends, and capturing the actual essence of each visit. Additionally, can a definition be provided for the Likert scale used to ensure alignment with its usage for the walks? This information will be captured in a dashboard, and the team will need to develop insights as a result to inform next steps at the district level.</p>	
<b>Kori Hamner</b>	<p>On the observation form, it might be helpful to have nomenclature for the observation indicators so that you can quickly reference them when discussing/debriefing/providing feedback.</p>	<p>Thank you for this feedback! We can take a look at the observation tools to support annotations and/or cross-walking.</p>
<b>Kori Hamner</b>	<p>Are we (APs) supposed to complete the feedback form? I closed it when I saw that there were only ESC options.</p>	<p>There was an error on the feedback form that resulted in external approved providers not being a selectable field. That was amended and the survey should now have a field for approved providers. If you were unable to complete the survey on 12/2, we would still love your feedback! We will also share an end of conference survey this afternoon (12/3) and you can also share feedback there.</p>
<b>Program Updates: The Road to March</b>		
<b>Derrick Spurlock</b>	<p>Are the February Initial Training registration links live?</p>	<p>Not yet, we will share more about the registration portal tomorrow in timely topics and when it will be live.</p>
Chelsea Harned	<p>Can you share more information about what’s covered in the 1 hour virtual sessions in January?</p>	<p>Yes, this will cover an overview of the grant - allowable and unallowable costs, timeline by the year and deliverables that are due, overview of the SI PLC grant, and resources for APs including google folders, FAQ, interactive calendar, etc.</p>

<p>Melissa Goulden</p>	<p>Once the needs assessment has been completed and the plan is developed for a campus, are the trainings that are needed for launching the work (PLC, O/F, SCR) then provided in individual districts by the LIFT team supporting them? Are these turnkey presentations?</p>	<p>Yes, LIFT DCs and CCs will be provided turnkey training resources for redelivery to district staff related to the specific content areas.</p>
<p>Laura Farber on behalf of Zoom chat 😊</p>	<p>What will we do if a district is late choosing an App Prov/won't allow on campus before NOGA and thus miss the needs assessment window?</p>	<p>We need to think on this and will revisit in more depth in January. We'll address briefly in Timely Topics 12/3 about what TEA can/will do to get NOGAs out in a timely manner and what Approved Providers can do to get the work started. I think the hope would be that 90-95% of districts get the Needs Assess done on time, and for the few that for some reason miss the window, we'll work on a backup plan for early summer.</p>
<p>Mendy Wandling</p>	<p>What impact will a LIFT SI PLC award have on rollout by the DC and CC capacity?</p>	<p>Great question! We will have more information to share on this in the LIFT Kickoff in January.</p>
<p>Whitney Hanna</p>	<p>Folks at my org have acknowledged the front loading that is happening before we have any district contracts - where can I find info about how invoicing will work for LIFT? My ops director is asking. 😊</p>	<p>We do not influence invoicing. Your org is responsible for drafting your contracts with districts. TEA disburses money to districts and districts work with your org to draft a contract.</p>
<p>Laura Farber on behalf of Zoom chat 😊</p>	<p>Can LL see Needs Assessment in Jan ahead of Feb full DC/CC time</p>	<p>Yes - we're working to add this to the LIFT Lead Kickoff that we're adding and will record. We'll also preview turnkey information/questions that were asked during LIFT U this week.</p>
<p>Chelsea Harned</p>	<p>Question related to the Sample Needs Assessment Question- will there be more information/indicators to help select a rating or capture specific notes? For example, what if a</p>	<p>Yes - we will cover how to answer the Need Assessment questions and to your point, even if they have one but they aren't using it...we would want to note that.</p>

	district has an Instructional Framework, but no one at the campus level knows it exists or uses it?	
Candilyn Smith	Any way to get more turnkey overview information in order to begin planning for summer trainings? We start planning for & reserving dates & rooms at our ESC this month in order to coordinate trainings for leaders & teachers across our ESC.	Yes, we are adding this to our LIFT Kickoff for LIFT Leads in January - we're doing a separate session for you all and will record. We will have a one-pager that shares a breakdown of general expectations and number of hours of redelivery for content areas.
Eddie and Michael via Chat	<p>Critical actions for DC have them working at PS/District level scaling to campus leader along with CC. But it seems that on the monthly maps, they are primarily focused on principal level work with some district level work. May need to clarify more to connect both docs.</p> <p>On the CC monthly calendar, one of the critical actions is "build <b>teacher</b> capacity." However, on the CC critical actions, the "build capacity" critical action focuses on school leadership. Just my understanding...is the CC focused on teacher or school leadership capacity building? Both? Changes over time?</p>	<p>Thank you for the alignment flag! We'll address this in Timely Topics 12/2.</p> <p>A few thoughts:</p> <ol style="list-style-type: none"> <li>1. We will do another review of DC and CC critical actions alongside monthly maps to make it clearer.</li> <li>2. Part of the confusion is likely that both roles will work with multiple sets of folks: DCs will work with Princ Sup and District leaders, but will also be on campus walking classrooms alongside Princ and CCs. CCs will build capacity of teachers initially with the goal of building campus leader capacity to support teachers over time. In other words, there is quite a bit of overlap!</li> </ol>
Chelsea via chat	Do we have a loose agenda for the Feb dates so we can schedule those debriefs with the team?	Yes, we can work on providing LIFT Leads a more detailed agenda for February training so you have context to breakouts and debriefs with the team.
Michael Norton	Will info/data from the Needs Assessment and Action Plans be entered into the managed instruction dashboard?	No, the MI Dashboard will only be for observation data. Needs Assessment information will be on the LIFT Dashboard. Action Plans will likely live in the District Google folders as they will be updated throughout the grant process but we're still

		firming out that decision.
<b>Misc.</b>		
<b>Paige Stavena</b>	When will the new LIFT AP registration portal open?	The portal will be launched within the next week or so, and we will send notice out to LIFT Leads as soon as it is open. We will talk about the portal at Timely Topics tomorrow and give a preview of how it works for folks to see.
<b>Paige Stavena</b>	In reviewing the application, I see schools can apply for BB Math and/or BB Reading. How does that affect funding?	They can apply to be in planning, implementation, or none of the above for three products- BB Math K-5, BB RLA/SLA K-5, or Sec Math. However, they are not separate awards in LASO IV the way they were in LASO III. If they choose implementation of any of the products listed above, their base funding will be calculated using the implementation formula. If they do not choose implementation for any product, their base funding will be calculated using the planning formula. Both formulas have a base amount, and then multipliers based on the number of campus and district leaders and number of products. More information can be found on page 11 of the <a href="#">LIFT program guidelines</a> .
<b>Robyn Scott</b>	Our org doesn't want to miss the opportunity to apply for additional HQIM expertise that Perla shared, but since LIFT is focused on BB, what would the benefit be of applying?	The benefit would be being eligible to support SI campuses who are not using Bluebonnet/not interested in LIFT, but rather using other curriculums under the CISG grant in LASO. That grant will have \$10 million in awards.
<b>Chelsea Harned</b>	In our last LIFT U in Dallas, we did a gallery walk where a lot of APs shared feedback on information that would be good to know when LIFT awards were announced next year. (e.g. planning vs implementation, what products, how many schools, etc.) Can TEA give an update on what information will be shared with APs when awards are announced?	Once awards are announced, a list of which districts were awarded for which grants will be publicly available. We plan to share information about districts awarded pathway, content area, and implementation stage in each content area as soon as we are able once awards are announced.
<b>Chelsea Harned</b>	Adding here because it relates to my question above and a good idea came out in	Flagging this to come back to - this might be potentially helped when we share more about grant deliverables and turnkey expectations.

	<p>our breakout room. It seems like APs are worried about being properly staffed. Is there a tool/resource that TEA could help create (maybe with the capacity calculator) that might help an AP know how many staff to hire/prepare for as they sign contracts?</p>	<p>We'll definitely keep coming back to this question and sharing resources that help folks understand scope of how many folks they need per district.</p>
Lauren Almanza	<p>Consideration for future "recruiting &amp; support" timeline... LASO application closes on LIFT U, right after a holiday break... priority &amp; requirement is being actively engaged in LIFT U, but the calls and emails for last minute LASO questions and submission is REAL!</p>	<p>Agreed- noted for the future! Not ideal timing. Thank you for doing your best to balance being present and taking urgent calls from LASO applicants!</p>
Michael Norton	<p>For LASO 3, districts with IL &amp; SFI had to select the same AP. Will a similar type of requirement exist if a district is awarded LIFT with another grant (e.g., SI CISG or Blended Learning)?</p>	<p>Great question. Not this year- the big push/win for this year is having one LIFT program and one App Prov, <i>but</i> we are working on having other programs (SAF, blended learning) do interviews and flag for us if a district may be over-engaged and we recommend they not take on multiple grants.</p>
Rachel Sherman	<p>If a district is solely in LIFT for math, does the DC still need to be RLA RBIS certified?</p>	<p>Yes, eventually DCs need to be certified in both RBIS but the priority would be math and would in terms of timing, they should prioritize that training first.</p>
Shannon Harvill	<p>Will the 5-day training in June serve as make-up for anyone who cannot attend either training in February? and/or is it correct that LIFT Leads can make up training for those individuals? Just need verification of some things we have heard.</p>	<p>Yes, anyone who can't make the February training will need to attend the first "New Hire Orientation" in April, June, or August. They may not attend DC/CC University until they've completed the New Hire Orientation.</p>
Dorothy Johnston	<p>If a person has already completed the 2 day training for non-certification RBIS, do they have to redo the training or can they just do the certification task? Trying to get all the training</p>	<p>There is a non-certification to certification pathway. Folks will not need to retake the training.</p>

	requirements completed.	
Collab Group		

Day 2		
Name	Question	Response from TEA
<b>Change Management</b>		
Kori Hamner	Is this the model we will be expected to leverage and use as we support systems and schools?	The Knoster Model is intended to provide a common understanding and language for thinking about change management. At this time, we do not have an explicit expectation that APs have to use the Knoster model or provide professional development on the model to LEAs.
<b>Stewarding Team Onboarding and Learning</b>		
Wesley Kline	I have team members who are holding the December training dates for product training. Will the registration portal be live in time for me to register them for next week's product trainings?	Yes, folks can register for the December product training in the new LIFT portal. Yes, the portal is now live.
Rachel Sherman	When will there be dates for those who have RBIS training but need the certification? (Ex- they completed the 2 day training and just need day 3)	Folks who have attended two day RBIS training but not completed certification will sign up for one of the RBIS dates and will just need to complete the certification task. They will still select one of the training dates available in the portal but again will only complete the certification task.
Candilyn Smith	Clarity on Campus Coach Critical Actions "Each LIFT Campus coach specializing in one content area - K-5 RLA, K-5 Math, or Secondary Math - and may support on or more campuses in one or more school systems." whereas thinking there would be one campus coach who would be knowledgeable in both Math & RLA to support leaders & coaching to	<p>This is going to be specific to the Approved Provider and the person- meaning that if there is a CC who is strong enough to be K-5 RLA and K-5 Math, that is great/they can be leveraged to support both at one campus.</p> <p>Otherwise, specializing in one content can work.</p> <p>It also may depend on the size of the campus- if there is a small campus, having one CC may be helpful, whereas a larger campus with multiple leadership team members who can coach, having separate CCs for RLA and math</p>

	support and grow teachers. What is our primary look for at campus coach skills?	may work well.
Michael Norton	<p>Wondering / potential push: create one more layer of specificity on the critical actions. For example, on the DC critical actions, it says:</p> <p>“Understand...Effective structures and practices for building strong instructional systems”</p> <p>Precisely, what are those effective structures &amp; practices?</p>	Fair feedback- we'll need to revisit this post LIFT U
<b>Managing Performance and Line-of-Sight</b>		
Chelsea Harned	What data will be collected as part of LIFT? I'm assuming O&F scores and action steps, but will we be scoring/inputting data on unit/lesson internalization or other tools (e.g. Student Work Analysis)	Currently we are planning on tracking if PLCs are happening (e.g. SWA or Internalization), and aspire to track their outputs through a PLC rubric. We are working on the what and how of the PLC approach!
Cathy Hernandez	RBIS training for new staff members?	Yes, we will launch updated RBIS training in April for folks who are currently not trained. There will be options throughout the summer.
<b>Misc.</b>		
Michael Norton	In addition to turnkey & flexible supports, are APs permitted to facilitate training that's written by the AP?	We will share information in January about turnkeys with LLs including information about this idea of APs redelivering their own trainings in addition to the LIFT trainings.
Chelsea Harned	This is more related to yesterday's content but thought of it today: Will there be parts of product training that connects to the Observation and Feedback tool? BL K-5 Math Example- there are indicators on the O&F tool that don't apply to Fluency, will that be covered	Yes, we will be updating product training and all LIFT trainings to ensure alignment to the new observation tools. We are shifting more of the observation and feedback training to that workstream vs. within product training but generally all LIFT Training will now align to update observation tools.

	in product training to help norm O&F in relation to the specifics of each product? I can give more examples of this for all BL products if it's helpful.	
Chelsea Harned	Was it said yesterday that the 1 hour trainings in January are now just for Lift Leads and not DCs and CCs? I just want to confirm if I can take that training off calendars for DCs and CCs.	That is not correct. There are two dates for DCs and CCs. We are ADDING a new option for just LIFT Leads on January 20th (date pending) for LIFT Leads to get grant information, Needs Assessment preview, and information about Turnkeys.
LL Team	It would be helpful for onboarding/staffing to know more information/details regarding "turn-key" and the scope of the work in the upcoming year (number of trainings, observations, step backs, other requirements/deliverables, etc. as well as indication of the degree that content will be revised from existing content)	Yes, we are working on information to share with LIFT Leads in January at the LIFT Kickoff.
<b>Timely Topics</b>		
Questions from Zoom Chat	Is there a Link to register for Product Trainings happening next week (Dec. 9-11)?  How should we go about registering team members who wish to attend product training next week if the link to the portal isn't ready by then?	We are hoping to have it released before then, but if we will not, we will send communication with the alternate plan.
Question from Zoom Chat	Will this group (LIFT Leads) have to register for LIFT U or this only for our team who will be doing LIFT work?	The benefit of registering through the portal (for LIFT U specifically) is that you will get a calendar hold with links. If you already have that, you don't necessarily need to register. But NEW folks on your team should use the portal.
Question from Zoom Chat	For LIFT Lead Alternates, do they register as LIFT Leads or Support Staff?	There is a role for LIFT Lead Alternate on the portal! They can use that.
Question from Zoom	Is there an option for RBIS	There IS a non-cert to cert pathway! That

Chat	cert if they already have the non-cert pathway complete? or do we just register for the whole thing and only attend day 3?	option will only populate for any folks who have the non-cert.
Question from Zoom Chat	Is it still expected that LIFT U is for Leads only? Or will all teammates start attending as well?	LIFT U is for Leads only.
Derrick Spurlock	Should I have my team to register for anything Math RBIS in January and February, or should they wait due to the announcement you made for our group?	Great question. For folks who have NOT done Math RBIS, they'll wait until it relaunches in April and sign up for a date for certification. This also applies to product training. For LLS, DCs, and CCs who have done Math RBIS training, we are planning to build time into April to do a refresh for all LIFT folks on the updates for Math RBIS. We are working to schedule that date soon and will share soon. For anyone else that is not supporting LIFT but is already certified in Math RBIS, they will have options in the summer to take a refresher to get the update content.