National *SAM* Innovation Project

End of Year SAM Team Performance Report, July, 2025

Overview

The SAM process® is a set of professional development steps using a unique set of tools to change a school leader's focus from school management tasks to instructional leadership activities *directly connected to improving teaching and learning*.

Increasing instructional time is a step in the SAM process, not its purpose. The purpose is to increase the positive impact the leader has on teaching and learning.

SAM leaders use rubrics and TimeTrack data to assess where they are in the process…everything leads to this question: *Can you connect time spent with an individual, group or project with improved practice/outcomes?* This question is the same whether the user is a principal, assistant principal, instructional coach or counselor.

External and independent studies conclude that principals, and other school leaders who use the process, significantly increase instructional time and their positive impact on teaching and learning. Currently, over 700 school leaders in twenty-two states contract for SAM services.

Annual Rubric Assessment

The annual *SAM Team Performance Rubric Assessment* is completed each year by the Time Change Coach and each school leader engaged in the SAM process. At the end of the 2024-25 school year, there were 858 active TimeTrack users. Excluded from the assessment were 73 NSIP Time Change Coaches, trainers and administrative staff and 14 users still in the implementation phase. A total of 771 TimeTrack users participated in the annual assessment representing a 100% completion rate.

This report is presented in three sections:

- 2024-25 Assessment Results: Pages 1-21
- Comparison, School years 2021-22, 2022-23, 2023-24, 2024-25: Pages 22-28
- Comments: TimeTrack users, SAMs, Time Change Coaches: (Addendum, online)

TimeTrack has been a life changer. It has made me visually conscious about which teachers I need to observe, which teachers need feedback, and which teachers I need to follow up with to see the implementation of the feedback shared. With TimeTrack, I can ensure feedback is scheduled and I am able to prepare for quality feedback for my teachers. Additionally, I can determine additional supports I need to schedule time for in order to ensure the quality of teacher feedback is high leverage.

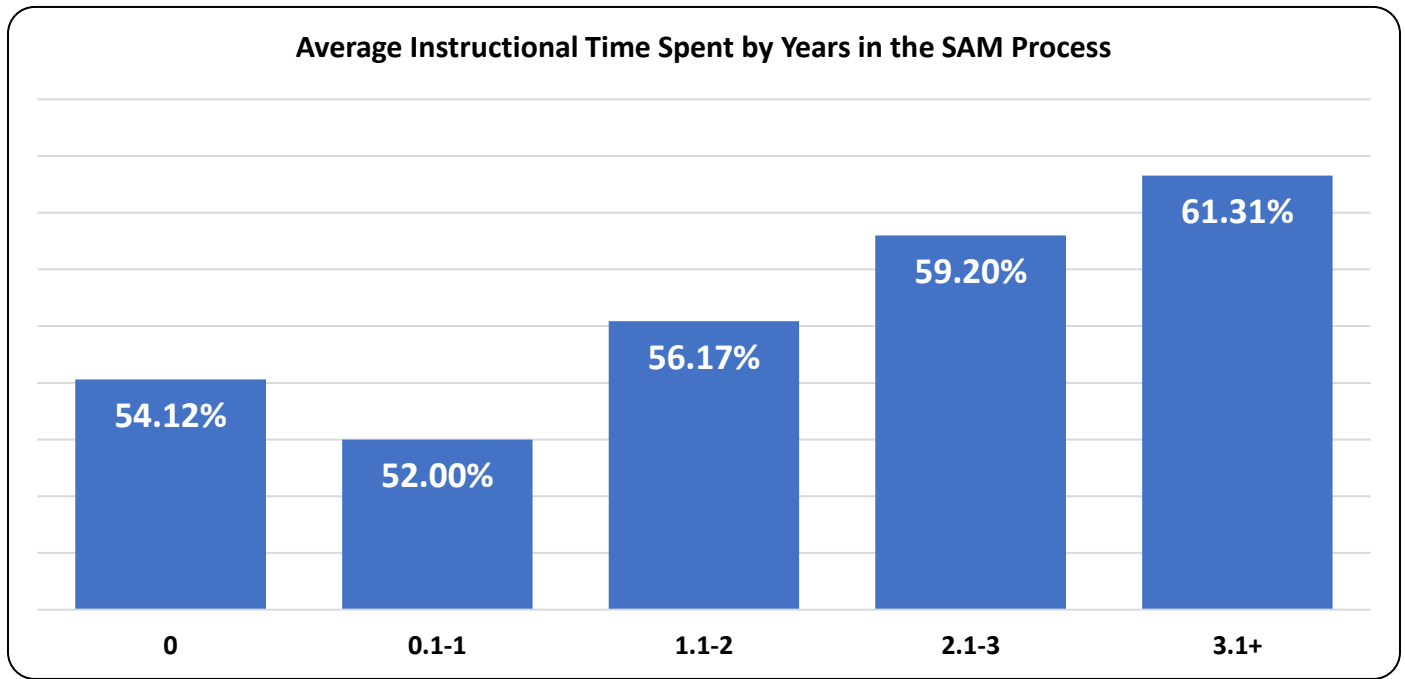*~Jasmira Caceres, Principal, PS/MS 161, New York City, New York*

Instructional Focus and Intentionality

School leaders using the SAM process spend the majority of their time on instructional activities intended to improve teacher practice and student learning. Data from the annual SAM Team Performance Rubric Assessment and TimeTrack records demonstrate SAM principals spent 57% of their time instructionally engaged during the 2024-25 school year. The longer a SAM principal participates in the process, the higher the instructional time. Leaders who have advanced to the highest performance level spend 73% of their time instructionally engaged.
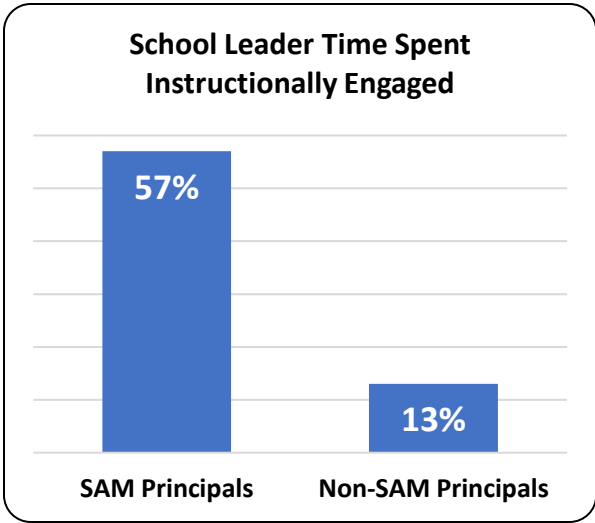
School Leader Time Spent Instructionally Engaged

SAM Principals	Non-SAM Principals
57%	13%

National studies have determined principals *who do not do the SAM process* spend between 13% and 25% of their time instructionally engaged. *(Grissom, Loeb, & Master, 2013, PSA, 2011)*

Average Instructional Time Spent by Years in the SAM Process

0	0.1-1	1.1-2	2.1-3	3.1+
54.12%	52.00%	56.17%	59.20%	61.31%

I value TimeTrack because it allows me flexibility in my schedule. It frees up my mental space to schedule and complete tasks. It is my to do list. It allows me to focus on the work, not scheduling the work. Determining what I need to do next or rescheduling an event that didn't happen is right there!

~Julie Jay, interventionist, PS 249 The Caton School, NYC #17, Brooklyn, New York
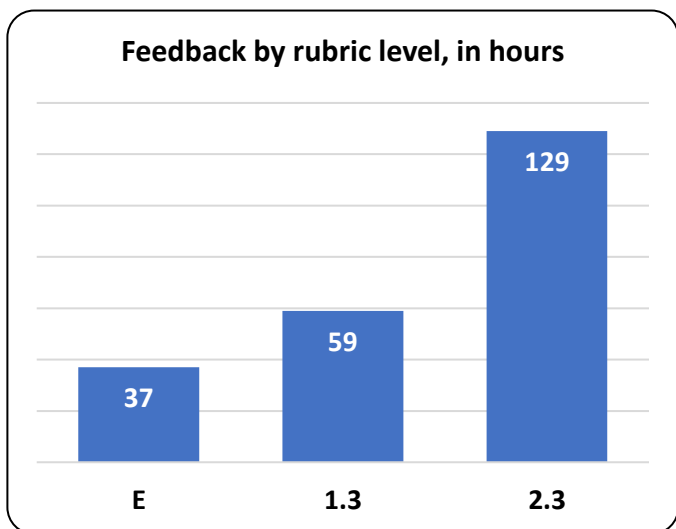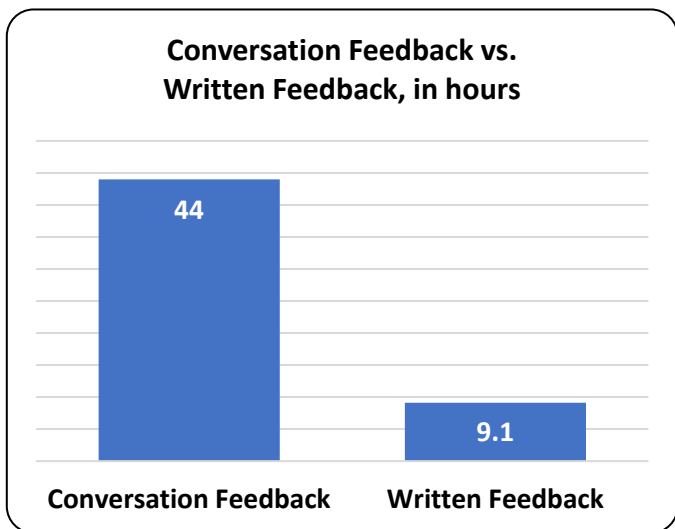
Seeing Instruction

What people see the principal do each day demonstrates what that principal really cares about. Education leadership author Danny Steele says it this way, "I don't care what your personal mission statement says. Everyone in the building knows what you're about by how you spend your time."

Data from the annual SAM Team Performance Rubric Assessment demonstrates that principals who do the SAMs process spent 12% of their time seeing instruction, averaging 129 hours each school year, *more than twice the time of non-SAM principals*. The amount of time seeing instruction increases each year the leader does the SAM process.

Seeing Instruction, by rubric level, in hours

E	1.3	2.3
94	160	141
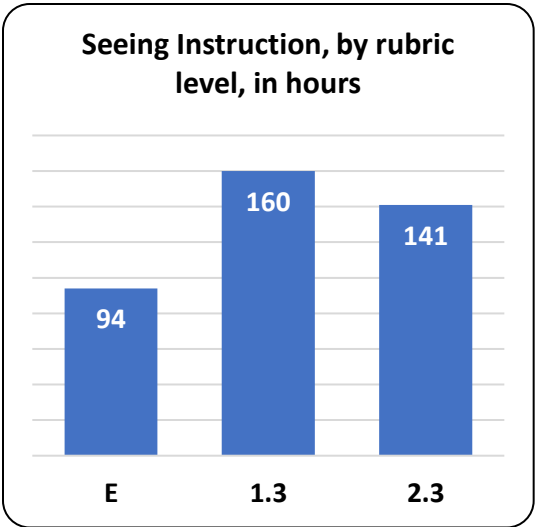
Feedback

A study conducted by The New Teacher Project, TNTP, reported 75% of teachers could not recall receiving any specific feedback from their principal on how to improve their instructional practice. Feedback, defined in the SAM process as conversation with a teacher about instructional practice, is measured daily by TimeTrack.

Conversation Feedback vs. Written Feedback, in hours

Conversation Feedback	Written Feedback
44	9.1

Feedback by rubric level, in hours

E	1.3	2.3
37	59	129

The annual SAM Team Performance Rubric Assessment process for the 2024-25 school year demonstrates that principals who do the SAM process spent 5.4% of their time providing feedback, averaging 53 hours each school year, *more than three times the amount of non-SAM principals.*
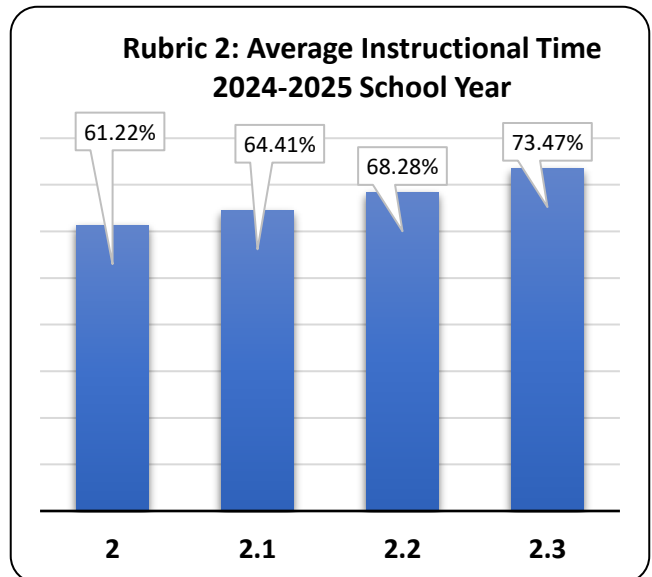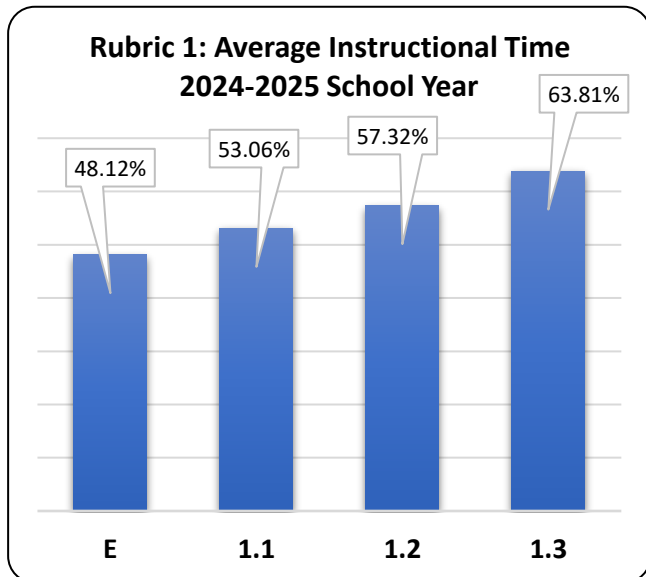
NSIP separates feedback into two categories: conversation and written. Conversation Feedback is coded by type: Directive, when the principal tells a teacher what to do; Non-directive, when a principal facilitates a conversation and encourages the teacher to explore and reflect; and Celebratory, when the principal engages the teacher in a conversation about a successful practice. NSIP views all four kinds of feedback as necessary and important. Interestingly, the longer a principal engages in the SAM process the more Non-directive feedback is provided.

NSIP Rubrics

NSIP uses three sequential rubrics to guide SAM teams and TimeTrack users. Each rubric, and rubric level represents a higher degree of sophistication and efficacy in using time data to improve leader performance in assisting in the improvement of teaching and learning. Each rubric has four levels.

Instructional Time by Rubric Level	
Rubric 1	**2024-2025 School Year**
E (Is still working to master all elements of Rubric 1, level 1)	48.12%
1.1 (Has mastered all elements of Rubric 1, level 1)	53.06%
1.2 (Has mastered all elements of Rubric 1, level 2)	57.32%
1.3 (Has mastered all elements of Rubric 1, level 3)	63.81%

Rubric 2	**2024-2025 School Year**
2.0 (Still working to master all elements of Rubric 2, level 1)	61.22%
2.1 (Has mastered all elements of Rubric 2, level 1)	64.41%
2.2 (Has mastered all elements of Rubric 2, level 2)	68.28%
2.3 (Has mastered all elements of Rubric 2, level 3)	73.47%

Rubric 1: Average Instructional Time 2024-2025 School Year

E	1.1	1.2	1.3
48.12%	53.06%	57.32%	63.81%

Rubric 2: Average Instructional Time 2024-2025 School Year

2	2.1	2.2	2.3
61.22%	64.41%	68.28%	73.47%

I love my TimeTrack. It has helped me become a more focused instructional coach. It has helped me identify which teachers I need to spend more time with and has allowed me to make more of a widespread impact across the building. Comparing data with others as merged data allows means we recognize individuals who need more support. I couldn't do this without SAM.

~Alice Fuglsang, instructional coach, Indian Hills Jr. High School, West Des Moines, Iowa
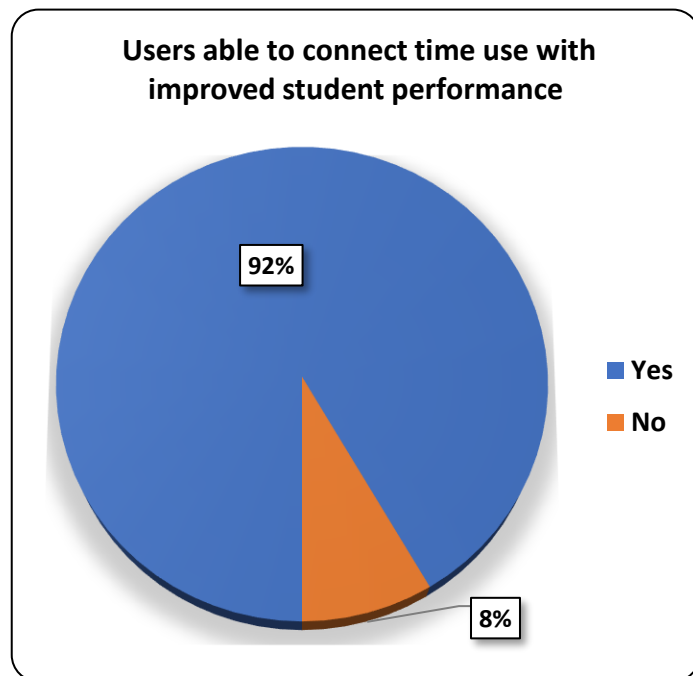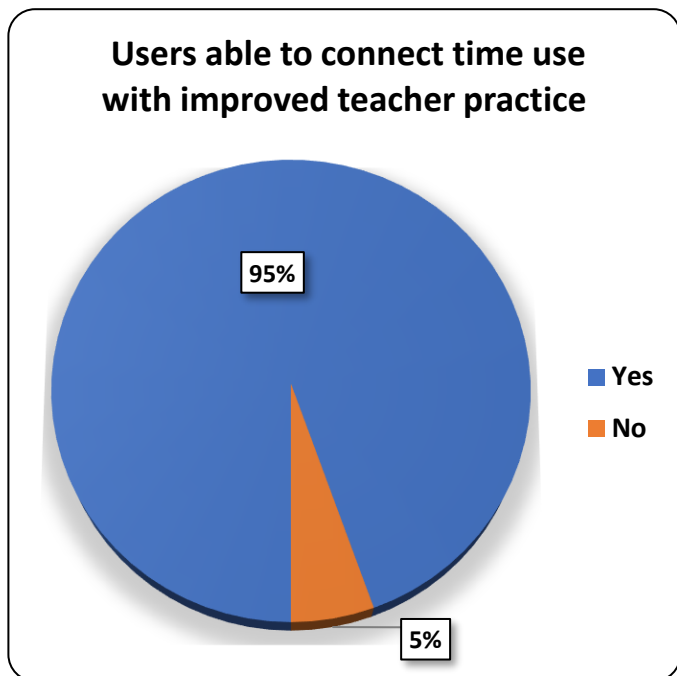
Connecting Instructional Leadership with Improved Teaching and Learning

The Mission of the National SAM Innovation Project is to provide a comprehensive process and set of tools designed to develop effective instructional leaders resulting in greater student success.

The success of the SAM process is measured by the extent to which principals feel, and can demonstrate with data, that they are improving teacher practice and student performance.

- 95% of TimeTrack users and SAMs can connect their work with improved teacher practice using data.
- 92% percent can connect their work with improved student outcomes using data.

Users able to connect time use with improved teacher practice

95%

5%

- Yes
- No

Users able to connect time use with improved student performance

92%

8%

- Yes
- No

The SAM process has been one of the best things I ever did as a leader. I wish I had known about it earlier. It changed the way I approached my work each day. It has kept me instructionally focused.

~Dr. Sonya Brooks, Principal, Maplewood High School, Nashville, Tennessee

Descriptors

When scheduling work, SAM teams use TimeTrack to code by *intentionality*. If the leader's intention for the event is to improve teaching and learning, a descriptor is selected and the event is associated with the teacher, other adult, group, project, or students. This gives the leader detailed information beyond the overall amount of instructional time. Data is available detailing time spent with each teacher, project and goal. Frequency of interaction and pattern of support is easily accessed in graph and chart form. TimeTrack users, SAMs and Time Change Coaches use this data to reflect on next steps and assess whether progress is happening.

TimeTrack uses 16 instructional descriptors. When scheduling an instructional event the SAM and principal determine which descriptor most closely identifies the work.

Instructional Descriptors

Seeing Instruction
- Observation
- Walkthrough
- Work With Student(s)
- Student Supervision

Feedback
- Celebration
- Directive
- Non-Directive
- Written

Groups
- Decision Making Groups and Committees
- District: Meetings, Supervisor, Others
- Planning, Curriculum, Assessment
- Professional Development

Other
- External: Officials, Others
- Office Work/Prep
- Parents/Guardians
- Modeling/Teaching

SAM teams focus on connecting one event to another. The SAM is a staff member who meets with the principal each day to schedule work, review data, and ask reflective questions. If a principal observes a teacher on Monday, the SAM asks what follow-up should be scheduled. A good leader connects each event completed with teachers and students to the next.

This experience is life altering and it has come to me at the right time in my career, allowing me to offer my best self to those whom I have been entrusted to lead. This allows me to hold myself accountable and see if I am who I say I am. It keeps me mindful about the work I am doing and allows me to reflect and see if it is benefitting us as a whole.

Norine Grant-Frasier, Principal, Carver's Bay MS STEAM Academy, Georgetown, South Carolina

Demographics

The Vision of NSIP is to provide SAM services in every state resulting in greater teacher and learner success.

There are 858 active TimeTrack users. Excluded from the assessment were seventy-three NSIP Time Change Coaches, trainers and administrative staff and fourteen users still in the implementation phase.

During the 2024-25 School year 171 new SAM teams were trained and successfully completed implementation; 106 new additional users applied, were approved, and successfully completed training and implementation.

2024-2025 School Year	
States with TimeTrack Users	22
Districts with TimeTrack Users	91

2024-2025 School Year		
State	Districts	Practitioners
Arkansas	4	11
California	1	4
Colorado	2	20
Connecticut	2	12
Florida	2	38
Georgia	5	171
Illinois	10	128
Indiana	1	1
Iowa	10	39
Kansas	1	9
Louisiana	2	2
Maryland	2	20
Michigan	3	18
Minnesota	1	2
Missouri	30	94
New Jersey	3	11
New Mexico	1	1
New York	4	132
North Carolina	1	26
Ohio	1	1
South Carolina	3	6
Tennessee	2	39
	91	785
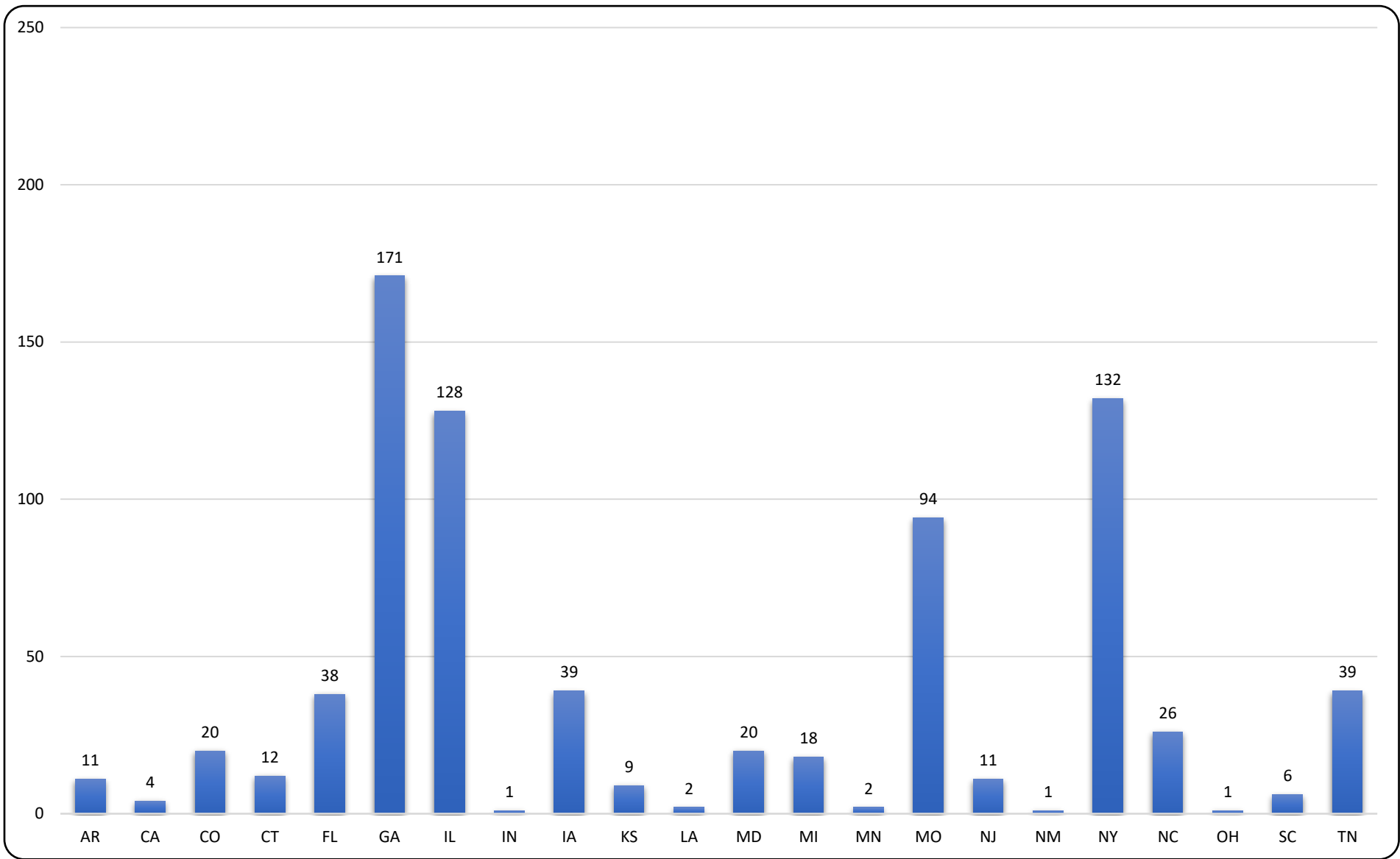
Active TimeTrack Users by State, 2024-2025 School Year
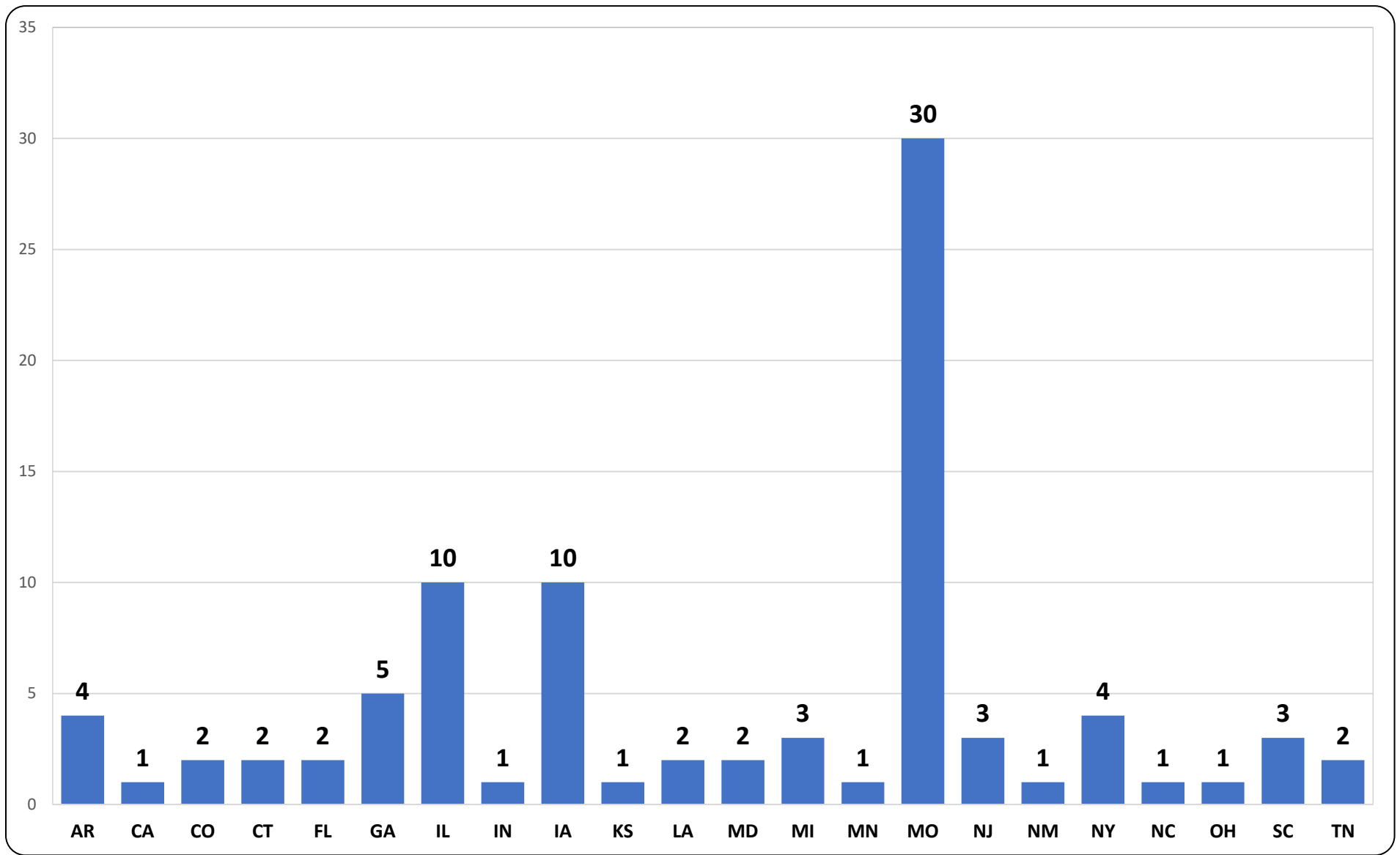
Active Districts by State, 2024-2025 School Year

The average TimeTrack user has participated in the SAM Process for 2.9 years.

Year	Users
Year 1	261
Years 2 & 3	300
Years 4 & 5	106
Year 6+	118
Total:	785

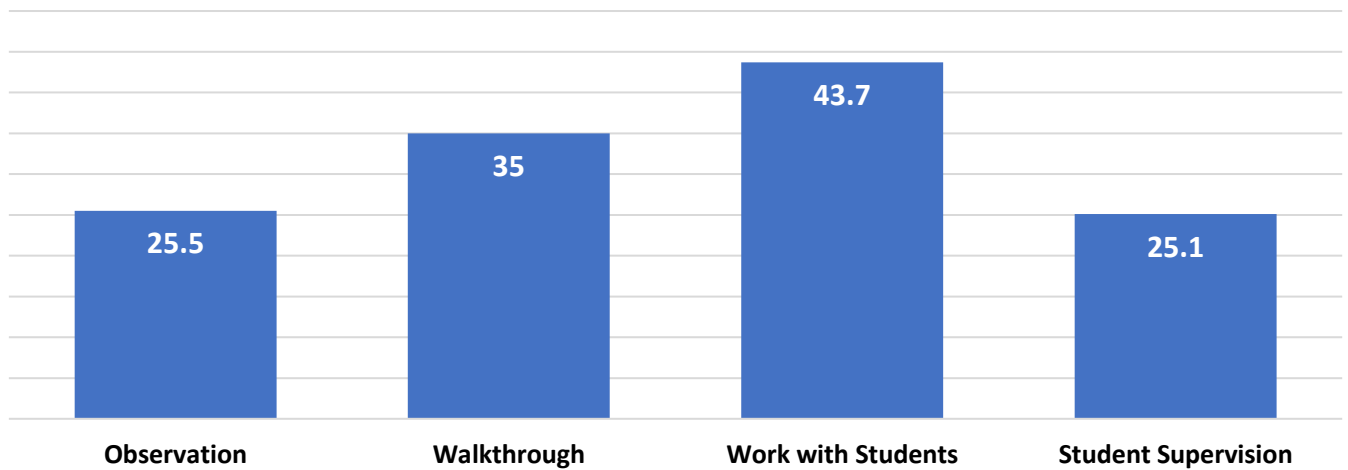**TimeTrack users, by length of participation**

Year 1: 261	Years 2 & 3: 300
Years 4 & 5: 106	Year 6+: 118

TimeTrack users: Length of participation

- Year 1 33%
- Years 2 & 3 38%
- Years 4 & 5 14%
- Year 6+ 15%
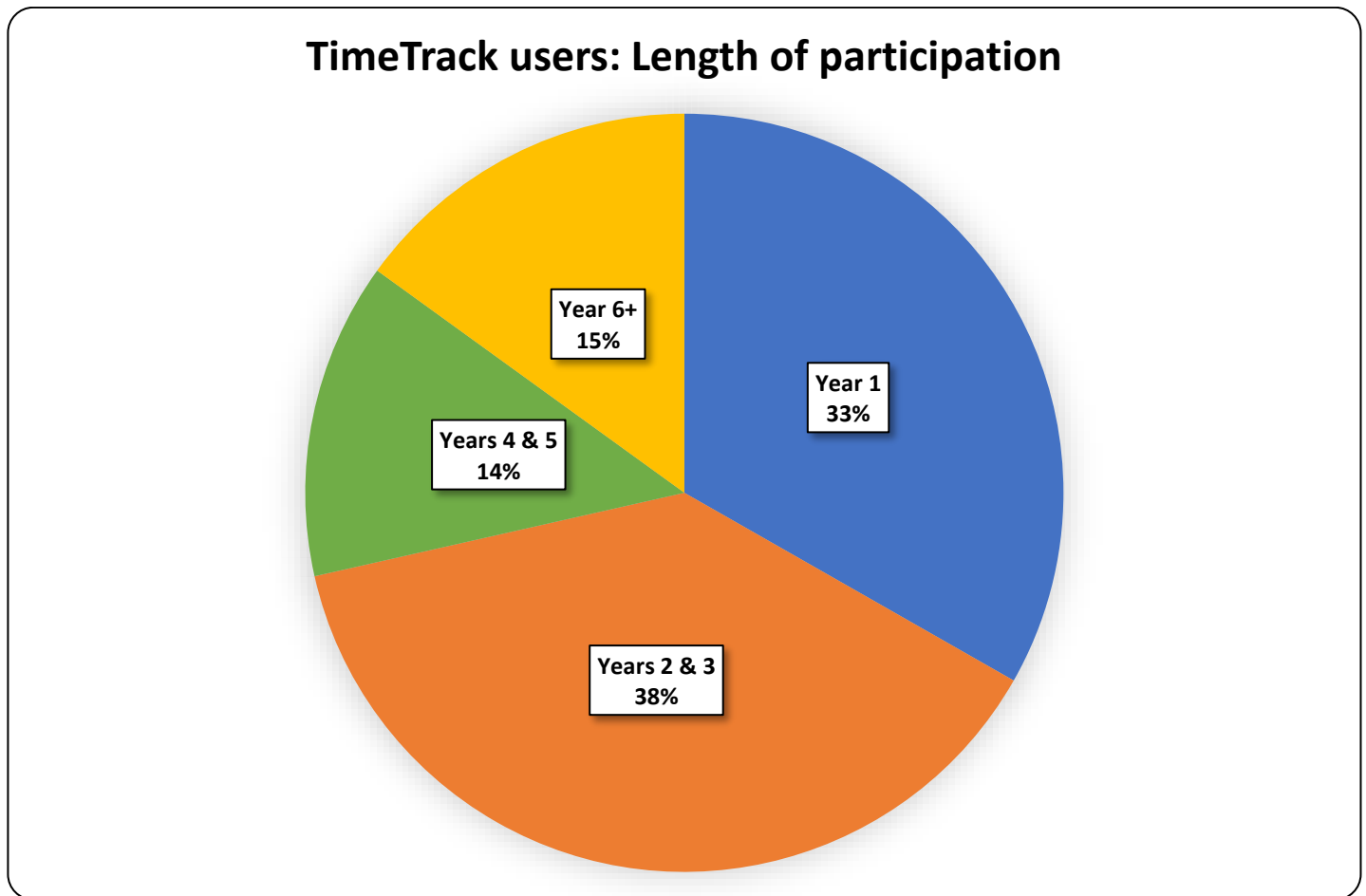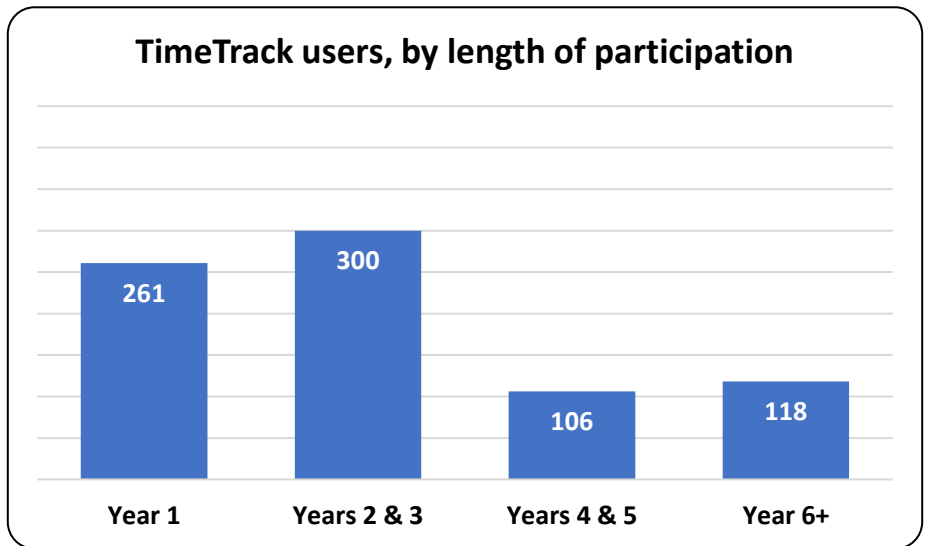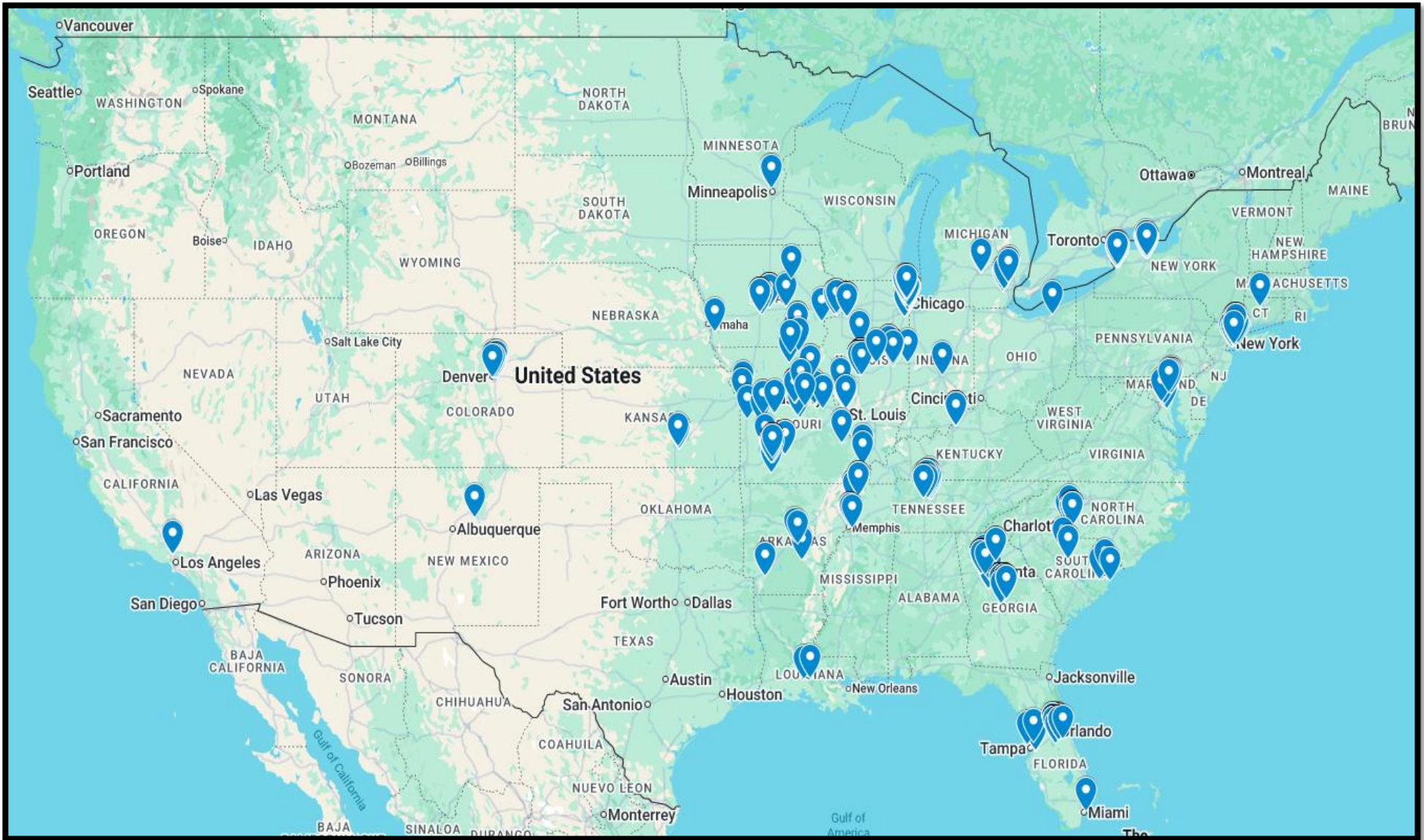
2024-2025 School Year TimeTrack Users by Location

Instructional Time: Seeing Instruction

Seeing Instruction by descriptor	Observation	Walkthrough	Work with Students	Student Supervision	Seeing Instruction, total hours
All Rubric Levels:	25.5 hours 2.46%	35 hours 3.17%	43.7 hours 3.87%	25.1 hours 2.12%	129.4 hours 11.62%

Seeing Instruction, by descriptor, in hours

Observation	25.5
Walkthrough	35
Work with Students	43.7
Student Supervision	25.1

Seeing Instruction by descriptor, percentage

- Observation — 20%
- Walkthrough — 27%
- Work with Students — 34%
- Student Supervision — 19%
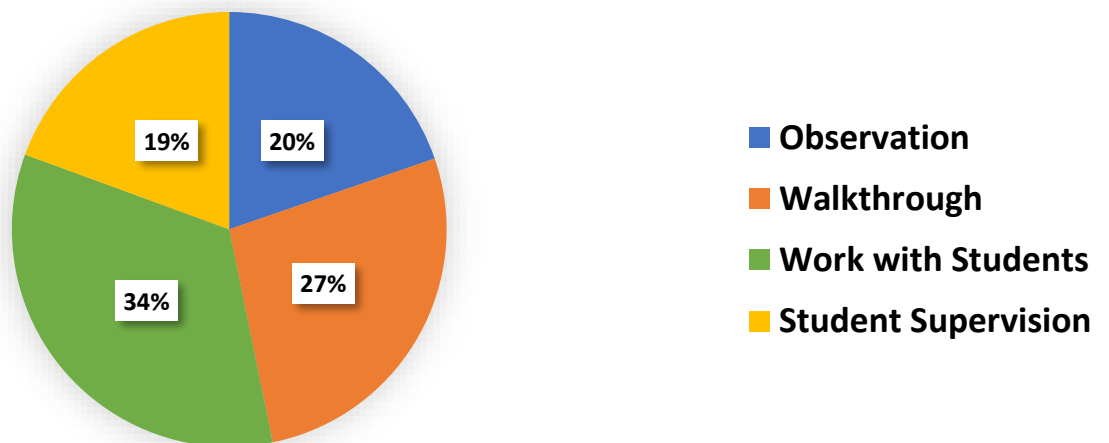
The SAM process makes me reflective about how I am spending my time each day. It is incredibly valuable to me as a principal! I don't know how I would structure my day without my TimeTrack!

~Joel Addis, Principal Swaney ES, Derby, Kansas

Seeing Instruction: Time spent by rubric level

Rubric Level	Observation	Walkthrough	Work with Students	Student Supervision	Seeing Instruction, total hours
E	23.37 hours 2.36%	27.42 hours 2.82%	30.72 hours 2.75%	12.47 hours 1.43%	93.99 hours 9.37%
1.3	28.65 hours 2.28%	42.76 hours 3.41%	52.95 hours 4.35%	30.94 hours 2.39%	155.32 hours 12.45%
2.3	35.39 hours 2.81%	52.57 hours 3.88%	34.60 hours 2.8%	18.85 hours 1.63%	141.43 hours 11.13%

Seeing Instruction, by rubric level, in hours

E	93.99
1.3	155.32
2.3	141.43

Seeing Instruction Rubric Level E

- Observation: 25%
- Walkthrough: 29%
- Work with Students: 33%
- Student Supervision: 13%

Seeing Instruction Rubric Level 1.3

- Observation: 18%
- Walkthrough: 28%
- Work with Students: 34%
- Student Supervision: 20%

Seeing Instruction Rubric Level 2.3
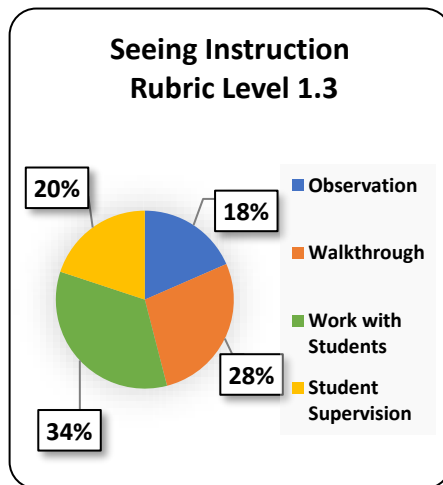
- Observation: 25%
- Walkthrough: 37%
- Work with Students: 25%
- Student Supervision: 13%
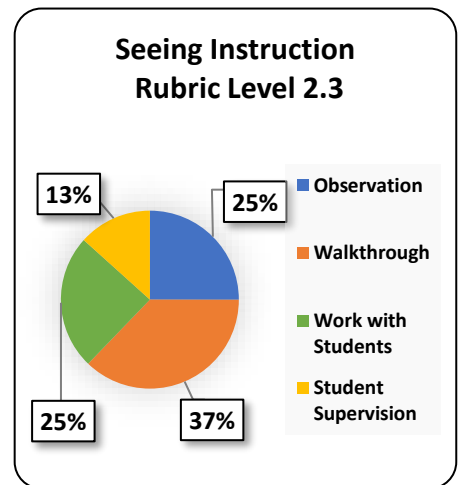
Instructional Time: Feedback

Feedback, by descriptor, hours	Feedback: Directive	Feedback: Non-Directive	Feedback: Celebration	Feedback: Written	Feedback, total hours
All Rubric Levels:	16.3 hours 1.71%	20 hours 1.81%	7.7 hours 0.94%	9.1 hours 0.95%	53.1 hours 5.41%

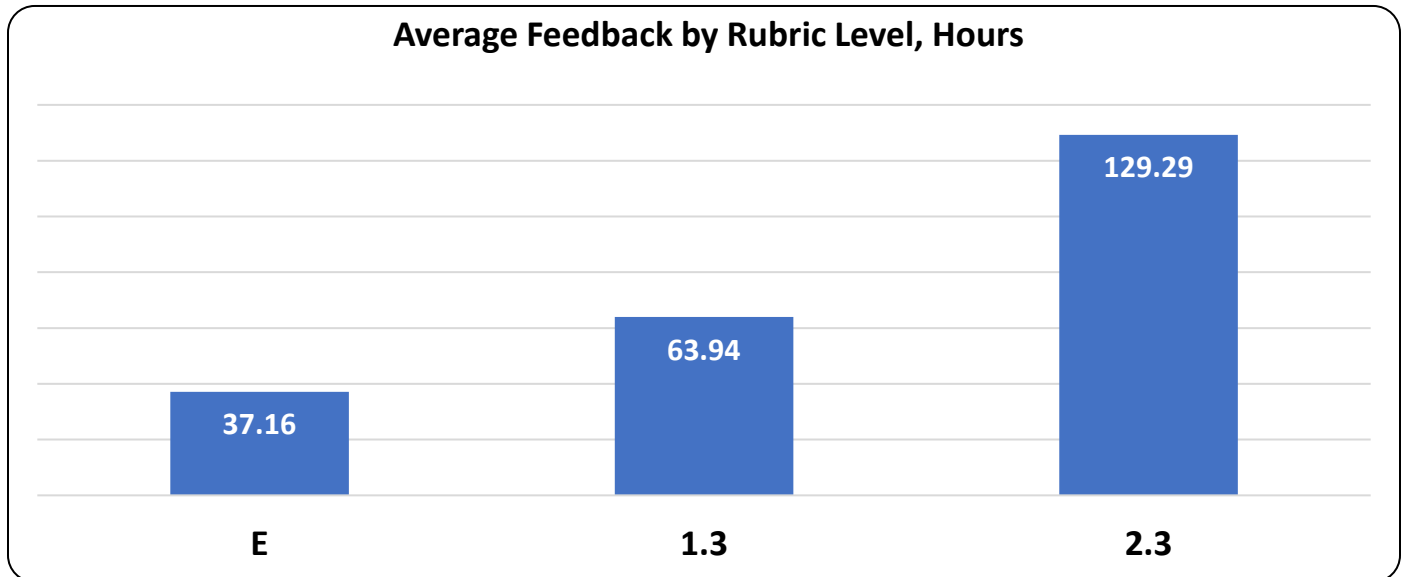**Feedback, by descriptor, hours**

- Feedback: Directive — 16.3
- Feedback: Non-Directive — 20
- Feedback: Celebration — 7.7
- F+eedback: Written — 9.1

Feedback, by descriptor, percentage

- 31% Feedback: Directive
- 38% Feedback: Non-Directive
- 14% Feedback: Celebration
- 17% Feedback: Written
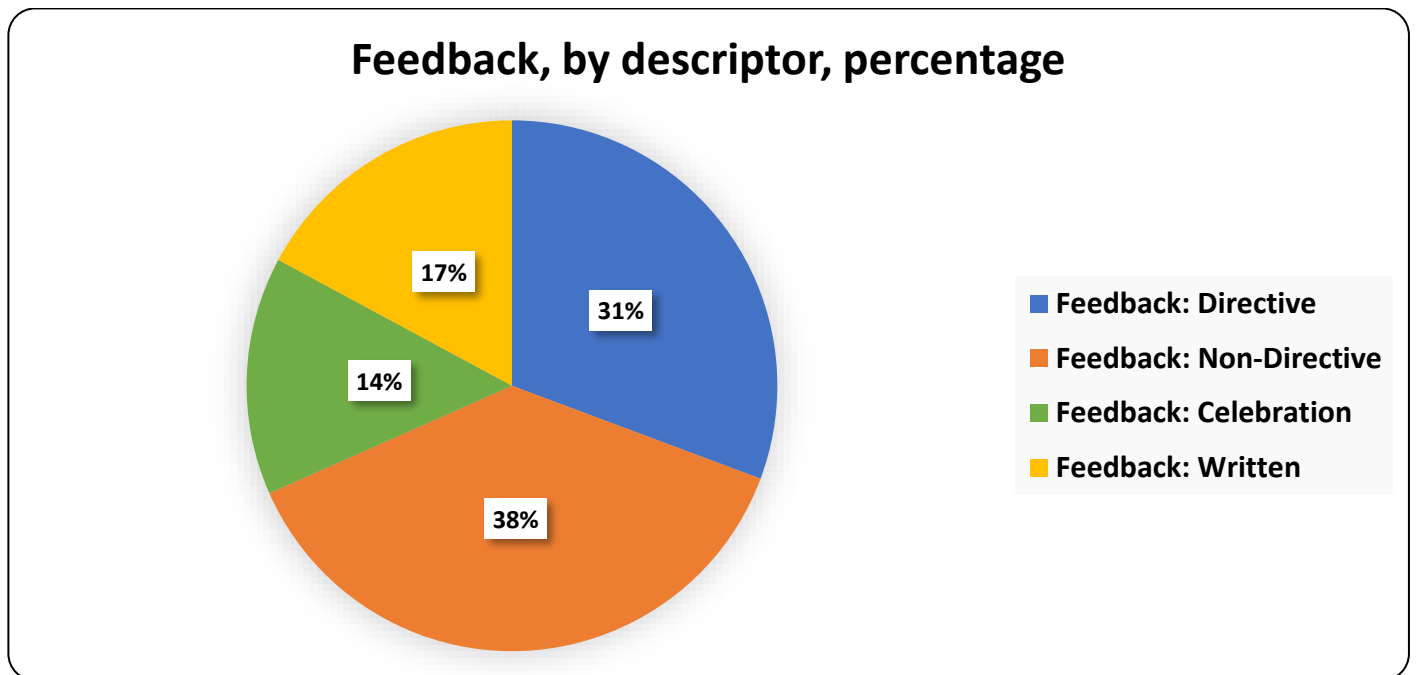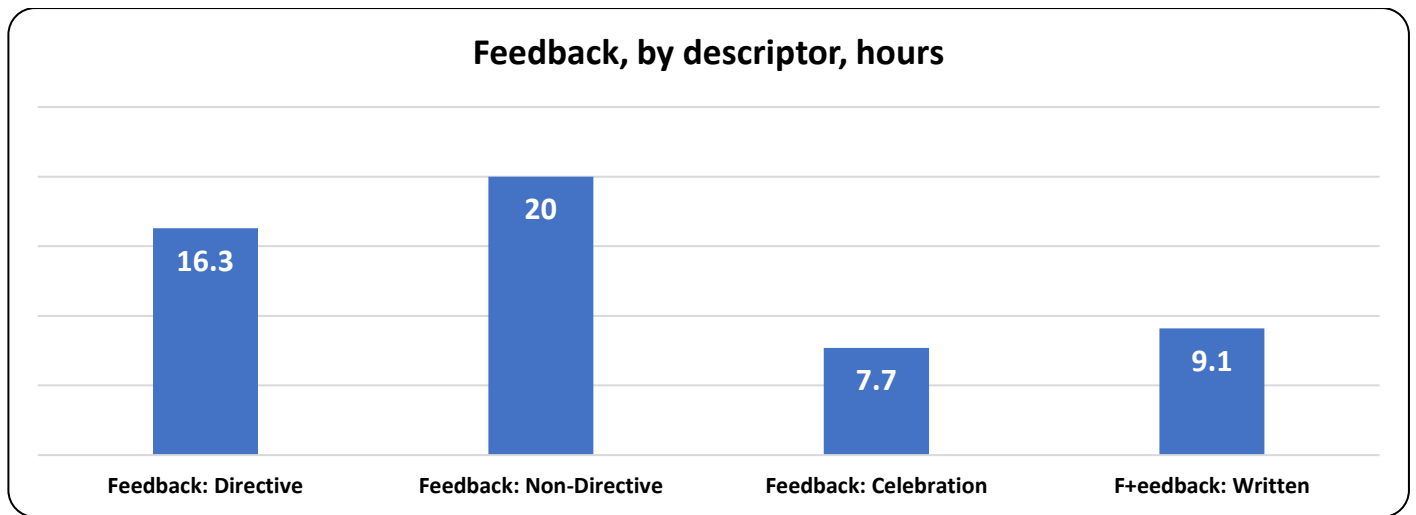
This process has helped me be reflective and it is helping me grow as a leader.

~Berna Sifonte, Principal, PS 9 Ryer Ave., Bronx, New York

Instructional Time: Feedback: Time spent by rubric level

Rubric Levels	Feedback: Directive	Feedback: Non-directive	Feedback: Celebration	Feedback: Written	Feedback, total
E	12.14 hours 1.72%	11.43 hours 1.12%	5.47 hours 1.06%	8.11 hours 0.95%	37.16 hours 4.86%
1.3	18.08 hours 1.36%	25.59 hours 1.98%	8.88 hours 0.74%	11.37 hours 0.92%	63.94 hours 5.01%
2.3	38.61 hours 2.78%	63.07 hours 4.45%	15.98 hours 1.22%	11.61 hours 0.87%	129.29 hours 9.33%

Average Feedback by Rubric Level, Hours

E	37.16
1.3	63.94
2.3	129.29

Feedback - Rubric Level E

- 32% Feedback: Directive
- 31% Feedback: Non-Directive
- 15% Feedback: Celebration
- 22%

Feedback - Rubric Level 1.3

- 28% Feedback: Directive
- 40% Feedback: Non-Directive
- 14% Feedback: Celebration
- 18%

Feedback - Rubric Level 2.3

- 30% Feedback: Directive
- 49% Feedback: Non-Directive
- 9% Feedback: Celebration
- 12%

Seeing Instruction & Feedback, Hours
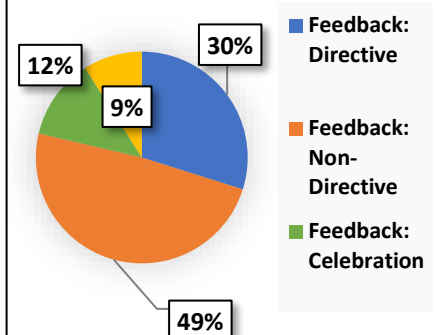
Seeing Instruction	129.4
Feedback	53.1

Seeing Instruction & Feedback All Rubric Levels

- Seeing Instruction: 71%
- Feedback: 29%
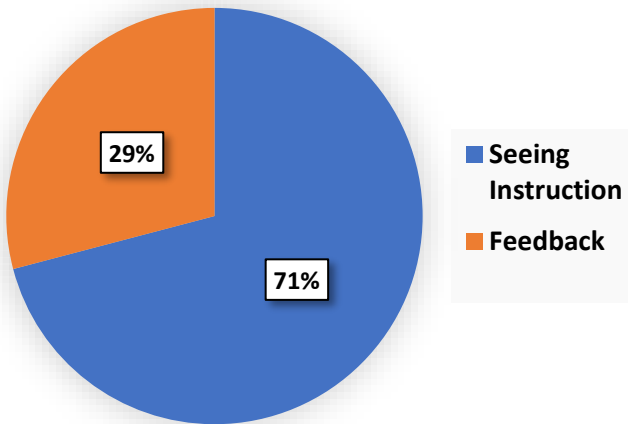
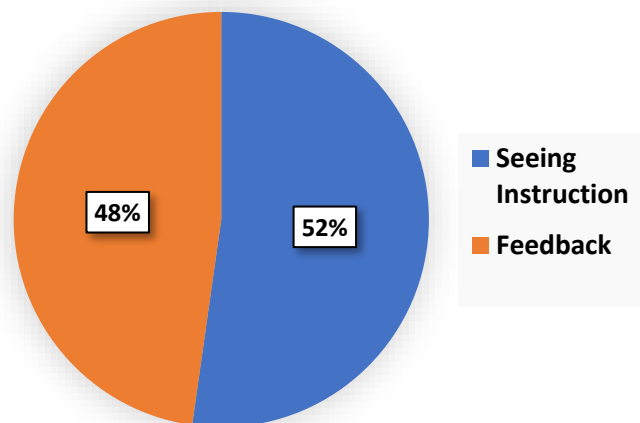## Seeing Instruction & Feedback Rubric Level E

- Seeing Instruction: 72%
- Feedback: 28%
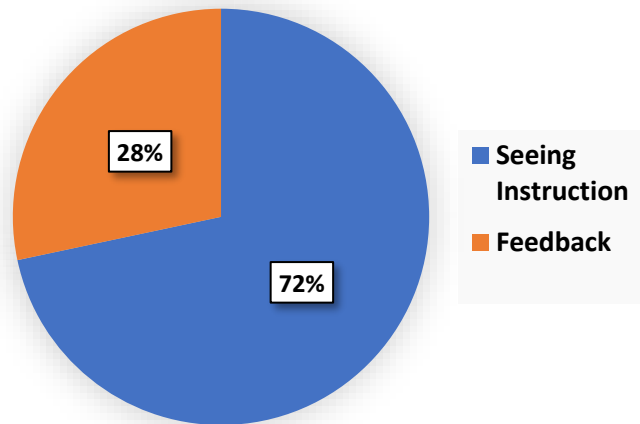
Seeing Instruction & Feedback Rubric Level 1.3

- Seeing Instruction: 71%
- Feedback: 29%

Seeing Instruction & Feedback Rubric Level 2.3
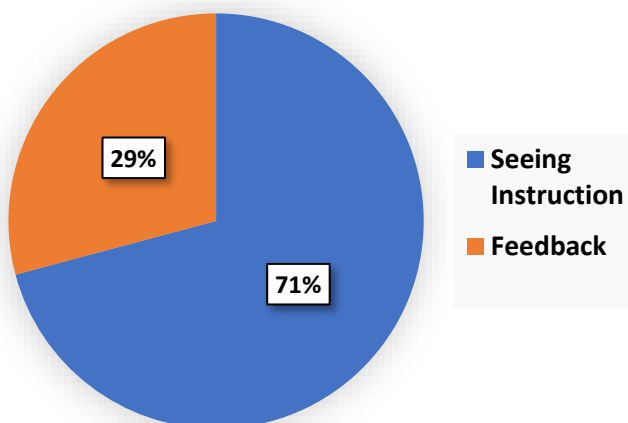
- Seeing Instruction: 52%
- Feedback: 48%

TimeTrack User Rubric Performance Assessment

Number of TimeTrack Users at each Rubric Level		
Rubric 1	**Count**	**%**
E (Is still working to master all elements of Rubric 1, level 1)	70	9.08%
1.1 (Has mastered all elements of Rubric 1, level 1)	191	24.77%
1.2 (Has mastered all elements of Rubric 1, level 2)	294	38.13%
1.3 (Has mastered all elements of Rubric 1, level 3)	216	28.02%
Total:	771	100%

Rubric 2	**Count**	**%**
2.0 (Is still working to master all elements of Rubric 2, level 1)	37	28.46%
2.1 (Has mastered all elements of Rubric 2, level 1)	60	46.15%
2.2 (Has mastered all elements of Rubric 2, level 2)	19	14.62%
2.3 (Has mastered all elements of Rubric 2, level 3)	14	10.77%
Total:	130	100%

Note: TimeTrack users who mastered all elements of Rubric 1.3 were given the option of completing Rubric 2. One hundred and thirty of the two hundred and sixteen eligible TimeTrack users, 60%, elected this option.

TimeTrack Rubric 1

E 9%
1.1 25%
1.2 38%
1.3 28%

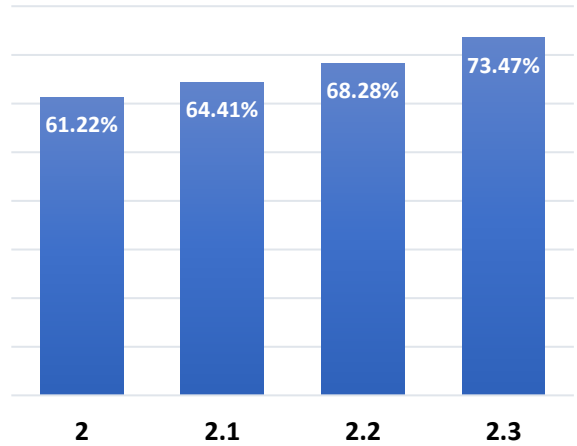**TimeTrack Rubric 2**

2 28%
2.1 46%
2.2 15%
2.3 11%
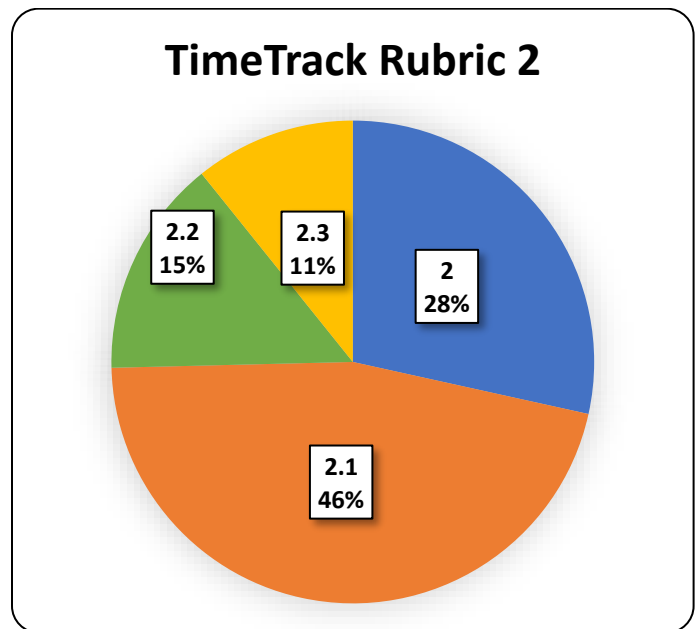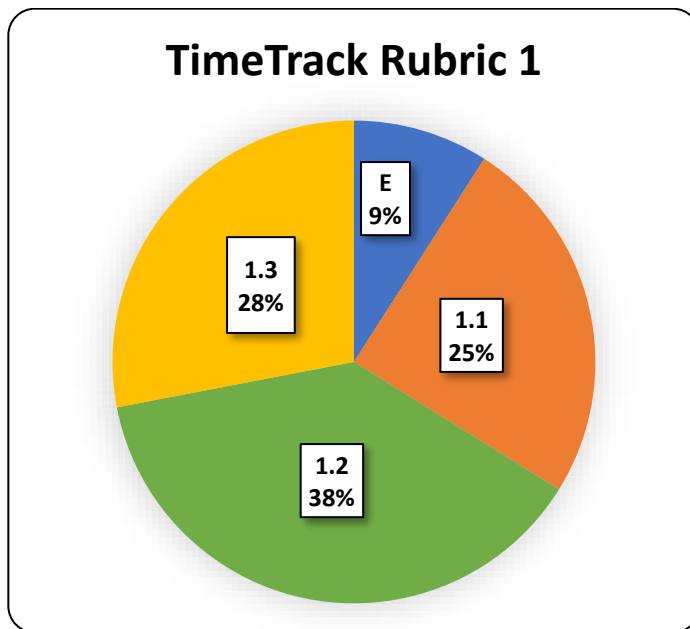
The school culture is so much better this year! I am more intentional with how I am spending my time, and it has had a great impact with my teachers! I am more prepared as I go to a meeting because I am utilizing my time effectively.

~Clint Shipley, Principal, Derby Middle School, Derby, Kansas

Average Instructional Time Rubric 1
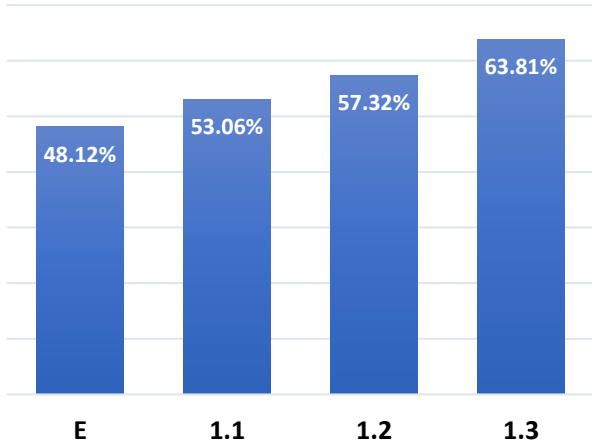
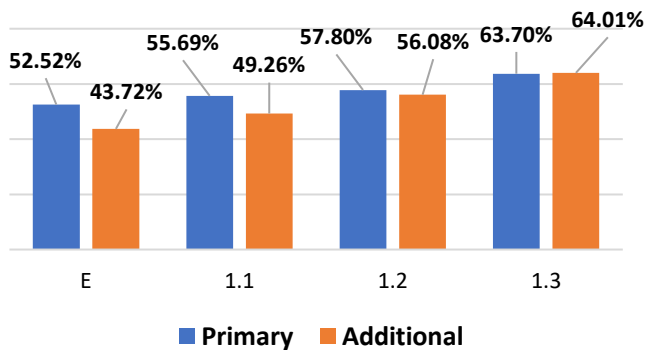

Average Instructional Time Rubric 2

National studies have determined principals *who do not do the SAM process* spend between 13% and 25% of their time instructionally engaged. *(Grissom, Loeb, & Master, 2013, PSA, 2011)*

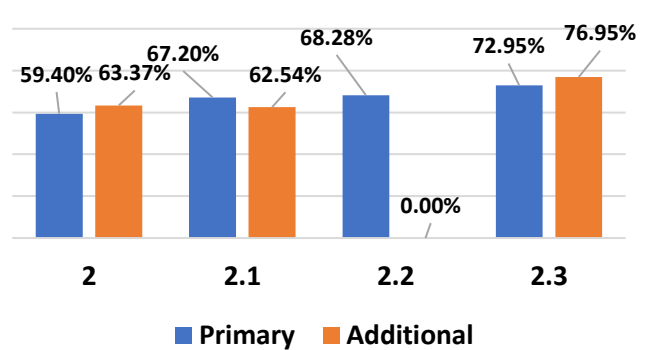# TimeTrack Users, Primary and Additional

Average Instructional Time by Rubric Level	Primary	Additional	All
Rubric 1			
E (Is still working to master all elements of Rubric 1, level 1)	52.52%	43.72%	48.12%
1.1 (Has mastered all elements of Rubric 1, level 1)	55.69%	49.26%	53.06%
1.2 (Has mastered all elements of Rubric 1, level 2)	57.80%	56.08%	57.32%
1.3 (Has mastered all elements of Rubric 1, level 3)	63.70%	64.01%	63.81%

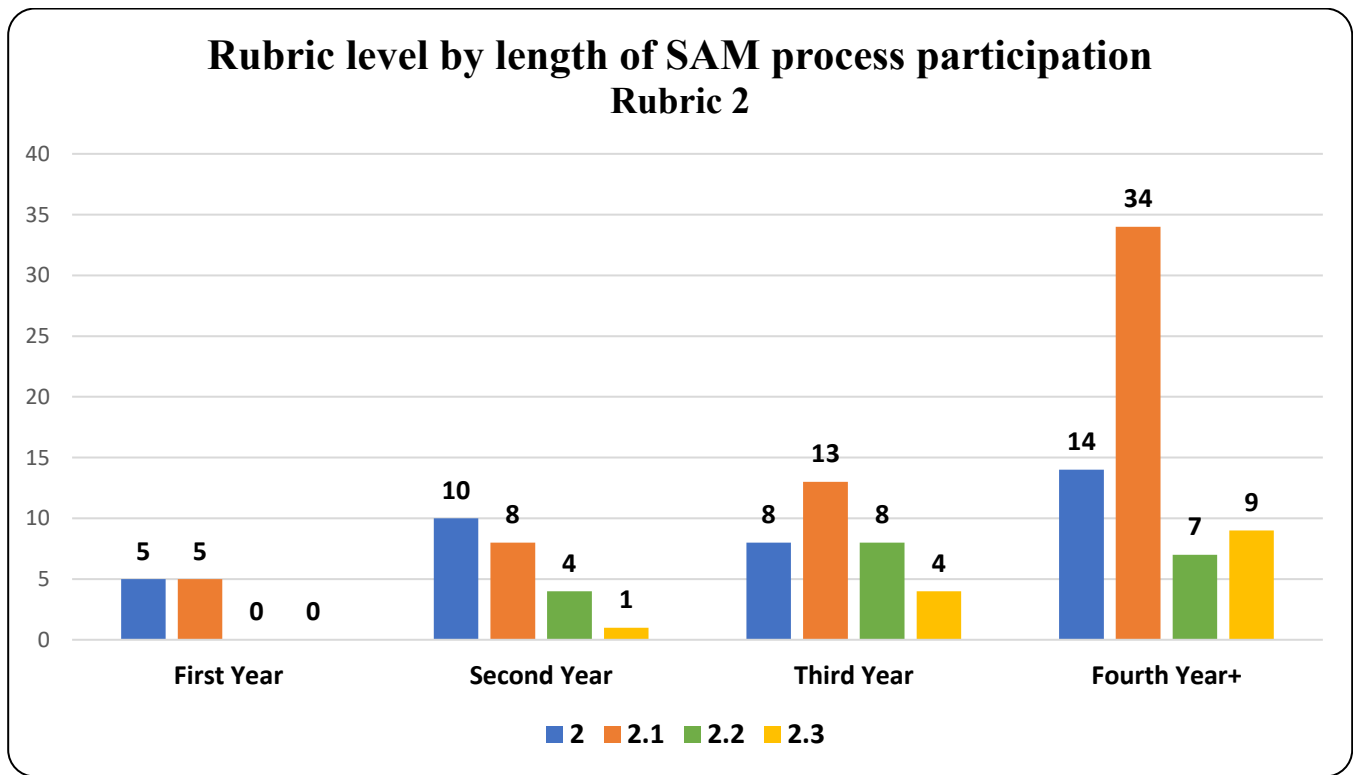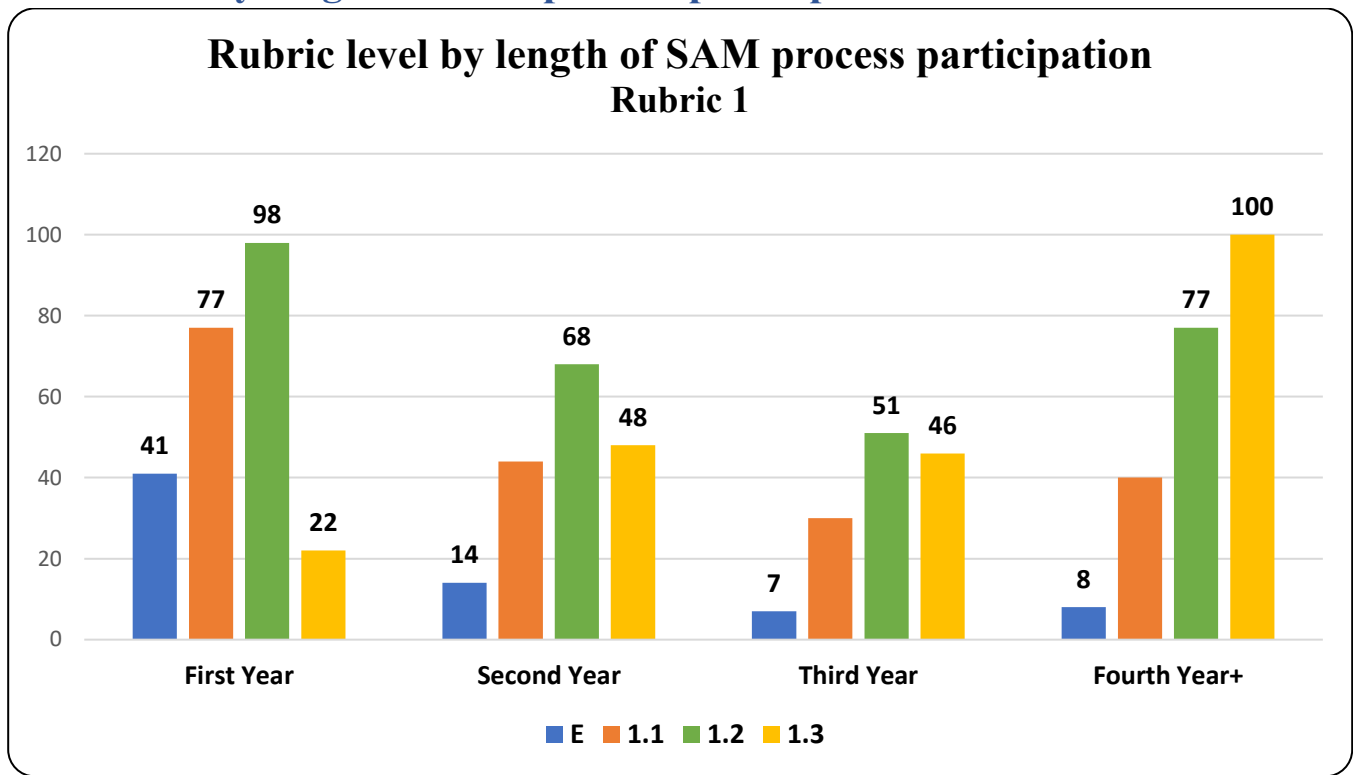| Rubric 2	Primary	Additional	All
2.0 (Still working to master all elements of Rubric 2, level 1)	59.40%	63.37%	61.22%
2.1 (Has mastered all elements of Rubric 2, level 1)	67.20%	62.54%	64.41%
2.2 (Has mastered all elements of Rubric 2, level 2)	68.28%	N/A	68.28%
2.3 (Has mastered all elements of Rubric 2, level 3)	72.9%	76.95%	73.47%

Instructional Time by Rubric Level Rubric 1

Instructional Time by Rubric Level Rubric 2

Rubric level by length of SAM process participation
Rubric 1

Legend: E, 1.1, 1.2, 1.3

First Year: E = 41, 1.1 = 77, 1.2 = 98, 1.3 = 22
Second Year: E = 14, 1.1 = 44, 1.2 = 68, 1.3 = 48
Third Year: E = 7, 1.1 = 30, 1.2 = 51, 1.3 = 46
Fourth Year+: E = 8, 1.1 = 40, 1.2 = 77, 1.3 = 100

Rubric level by length of SAM process participation
Rubric 2

Legend: 2, 2.1, 2.2, 2.3

First Year: 2 = 5, 2.1 = 5, 2.2 = 0, 2.3 = 0
Second Year: 2 = 10, 2.1 = 8, 2.2 = 4, 2.3 = 1
Third Year: 2 = 8, 2.1 = 13, 2.2 = 8, 2.3 = 4
Fourth Year+: 2 = 14, 2.1 = 34, 2.2 = 7, 2.3 = 9

TimeTrack users were asked three questions concerning the impact of their instructional time:

Impact Questions	Yes	No	% Yes
Users able to connect time use with improved teacher practice:	729	42	95%
Users able to connect time use with improved student performance:	706	65	92%
Users able to connect daily SAM work with School Improvement Plan:	694	77	90%

The use of TimeTrack has been a game changer for my professional growth and capacity building. TimeTrack has allowed me to really focus on the work of supporting principals. It also affords me the opportunity to reflect upon who I am spending my time with and what our focus is/has been. One of the components I truly love and am always excited about is reconciling with my SAM. She is a dynamic operator of the tool and does an exceptional job of keeping my TimeTrack updated and on point.

~Antwayne Sanders, Executive Director, Griffin-Spalding, Georgia

Time Change Coaching Visits: 2024-2025 School Year

Time Change Coaches observe one SAM Daily Meeting each school month online. During this time, the coach provides support and models reflective practice questions. Time Change Coaches also review each TimeTrack weekly and provide email or phone feedback.

TimeTrack users and SAMs can request additional time with their coach throughout the school year. The average number of online meetings for TimeTrack users nationally, during the 2024-2025 school year, was seven.

Time Change Coaching Visits, Frequency								
Visits	**E**	**1.1**	**1.2**	**1.3**	**2**	**2.1**	**2.2**	**2.3**	**Total**
0-4	23	51	53	21	2	8	0	0	148
5-7	25	77	141	79	10	19	5	3	322
8-15	21	59	99	115	25	32	14	11	294
16+	1	4	1	1	0	1	0	0	7

Time Change Coaching Visits, Frequency

Range	Visits
0-4	148
5-7	322
8-15	294
16+	
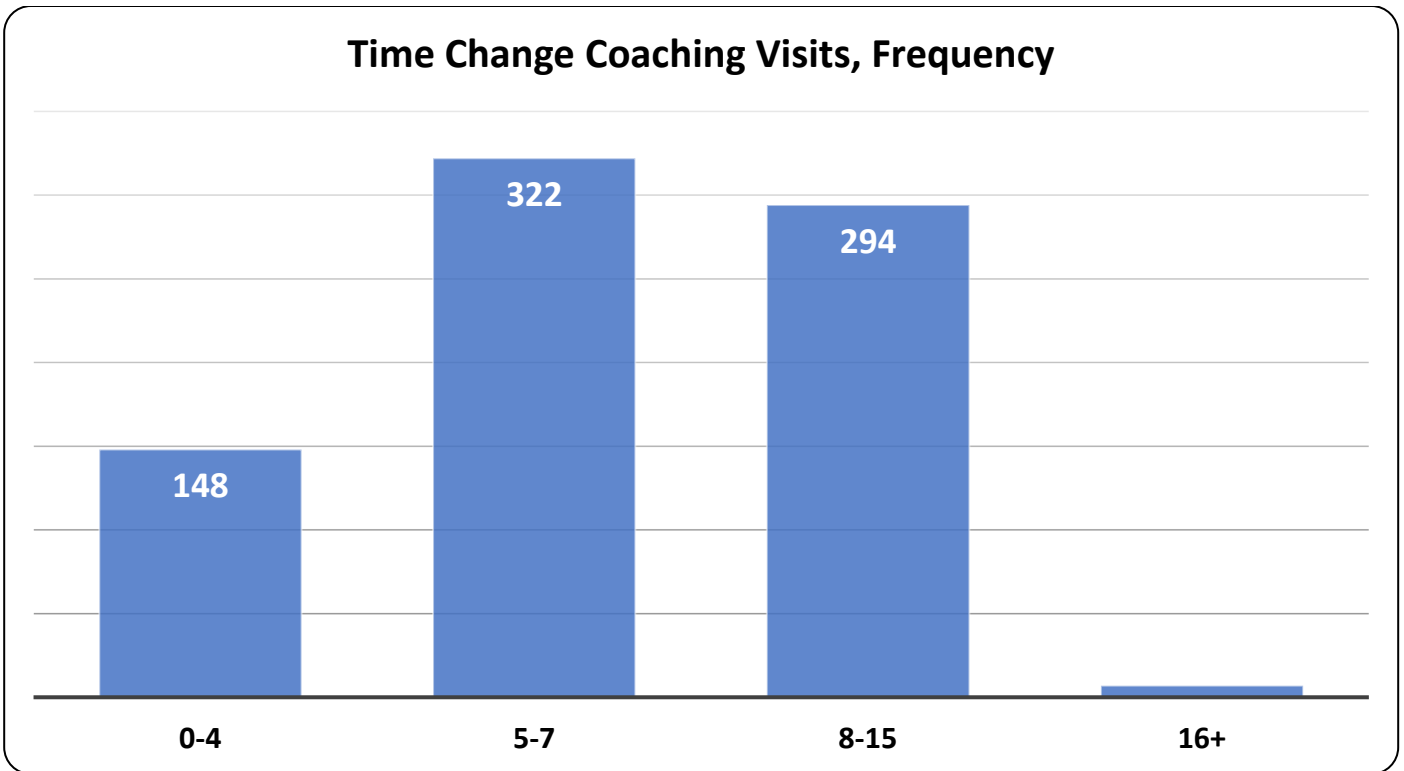
Average Coaching Visits by Rubric Level	
Rubric Level	**Visits**
Overall	7
E	6
1.1	7
1.2	6
1.3	8
2	9
2.1	8
2.2	8
2.3	8

Time Change Coaching Visits, Frequency by Rubric Level

E	1.1	1.2	1.3	2	2.1	2.2	2.3
6	7	6	8	9	8	8	8
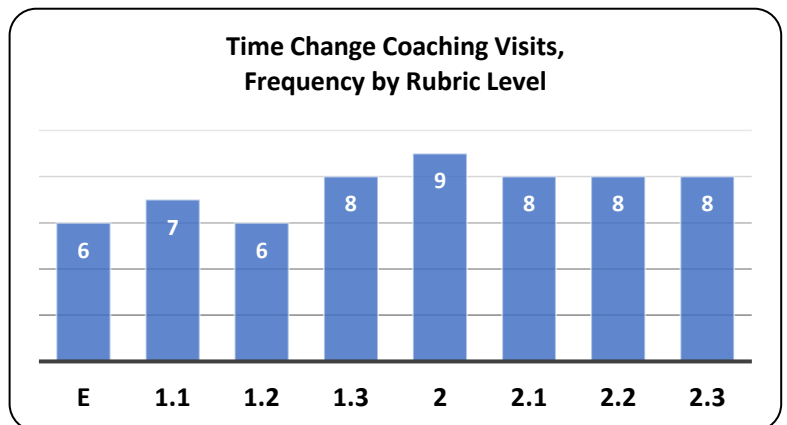
SAMs for me has been invaluable. I see the value of the data I can clearly view. The opportunity to talk with my SAM helps me as a leader. When I look at the data dashboard, I can see so clearly the teachers that I need to work with. I've seen so much success this year because I could track the teachers and what we need to do. Once you use SAM, it is hard not to use it. Being able to set goals and track those goals has been a big part of the success we have had this year.

~Jimmie Bullard, Principal, Benjamin Banneker ES, Kansas City, Missouri

Comparison, School years 2021-22, 2022-23, 2023-24, 2024-25

School Year	Overall Total TimeTracks	Primary	Additional	TCC	NSIP Admin	Other
2021-22	808	487	267	41	5	8
2022-23	1075	607	398	50	6	14
2023-24	1091	635	385	53	7	14
2024-25	858	500	285	48	9	16

		6/1/2022	6/1/2023	6/1/2024	6/1/2025
States with TimeTrack Users		18	18	22	22

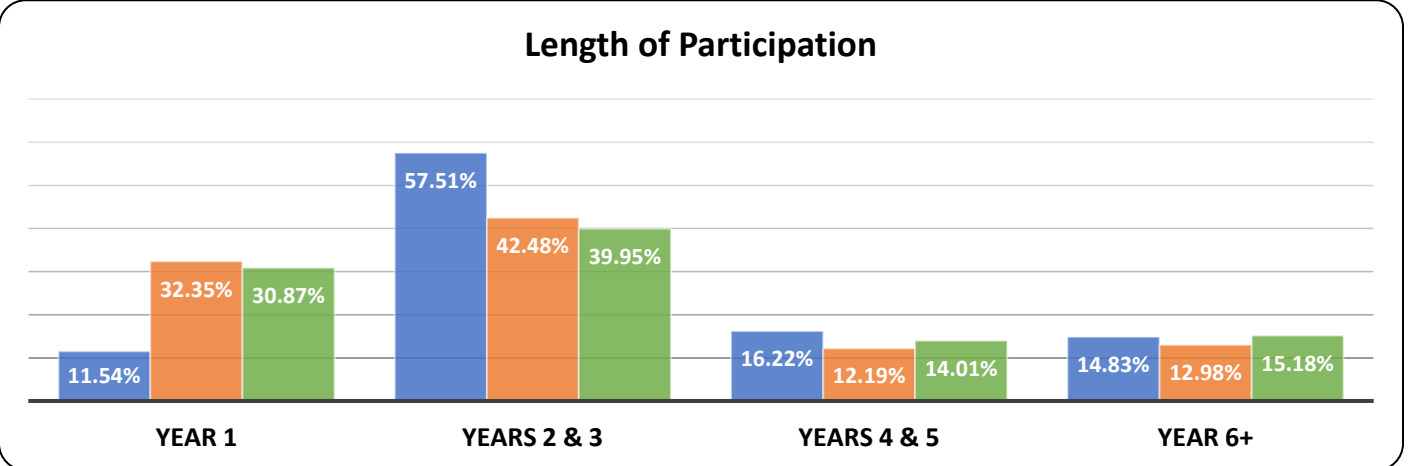| TimeTrack Users By State				
State	**6/1/2022**	**6/1/2023**	**6/1/2024**	**6/1/2025**
AR	0	32	30	11
AZ	3	4	2	0
CA	2	1	4	4
CO	5	12	17	20
CT	11	9	15	12
FL	47	110	109	38
GA	223	249	233	171
IA	61	69	46	39
IL	96	127	146	128
IN	6	0	1	1
KS	7	9	9	9
LA	9	4	3	2
MD	25	26	22	20
MI	32	55	62	18
MN	0	0	2	2
MO	110	128	102	94
NC	31	38	32	26
NJ	18	16	18	11
NM	0	0	1	1
NY	65	111	122	132
OH	3	5	6	1
SC	0	0	0	6
TN	0	0	35	39
	754	1005	1017	785

I thoroughly enjoy utilizing my SAM TimeTrack each day because it keeps me focused on the "right" work. As I focus on identified "focus teachers", I work collaboratively with my SAM each day to ensure that I provide support to all teachers. The data informs me as to whom I have seen and who I need to spend time with. I love using my SAM TimeTrack each day!

~LaShun Crawford, Principal, Union ES, Macon, Georgia

	6/1/22	6/1/2023	6/1/2024	6/1/2025
Districts with TimeTrack Users	89	90	101	91

Active Districts Per State				
State	**6/1/2022**	**6/1/2023**	**6/1/2025**	**6/1/2025**
AR	0	5	6	4
AZ	1	1	1	0
CA	1	1	1	1
CO	2	2	2	2
CT	3	2	2	2
FL	3	2	2	2
GA	7	7	6	5
IA	11	10	9	10
IL	13	10	11	10
IN	1	0	1	1
KS	1	1	1	1
LA	3	1	3	2
MD	2	2	2	2
MI	3	3	3	3
MN	0	0	1	1
MO	28	31	34	30
NC	2	1	1	1
NJ	4	6	6	3
NM	0	0	1	1
NY	4	4	4	4
OH	0	1	1	1
SC	0	0	0	3
TN	0	0	3	2
	89	90	101	91

Current TimeTrack Users: Length of Participation	**2023**	**2024**	**2025**
Year 1	11.54%	32.35%	30.87%
Years 2 & 3	57.41%	42.48%	39.95%
Years 4 & 5	16.22%	12.19%	14.01%
Year 6+	14.83%	12.98%	15.18%

Length of Participation

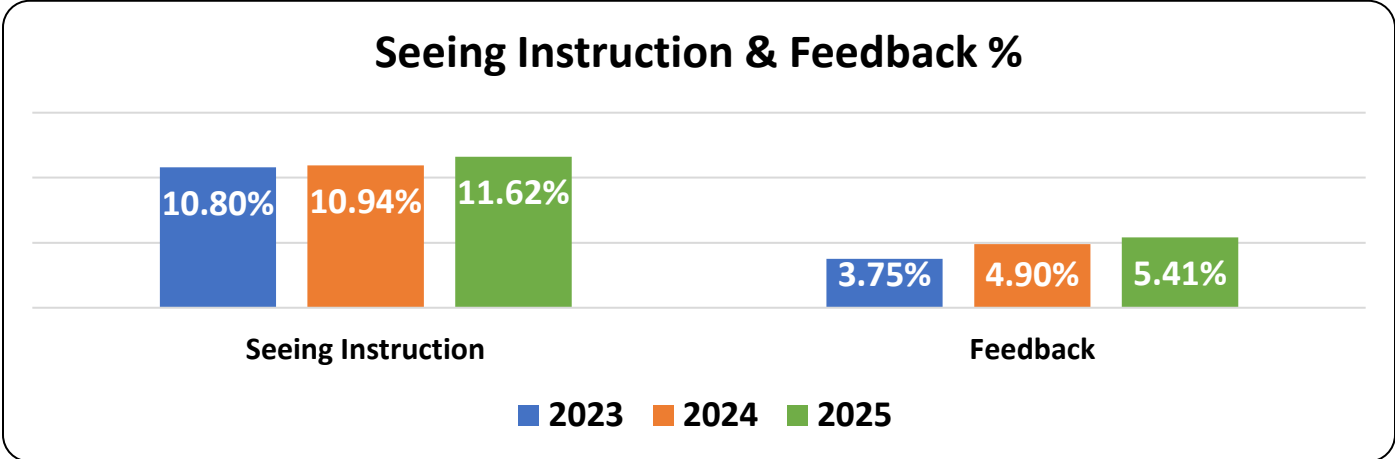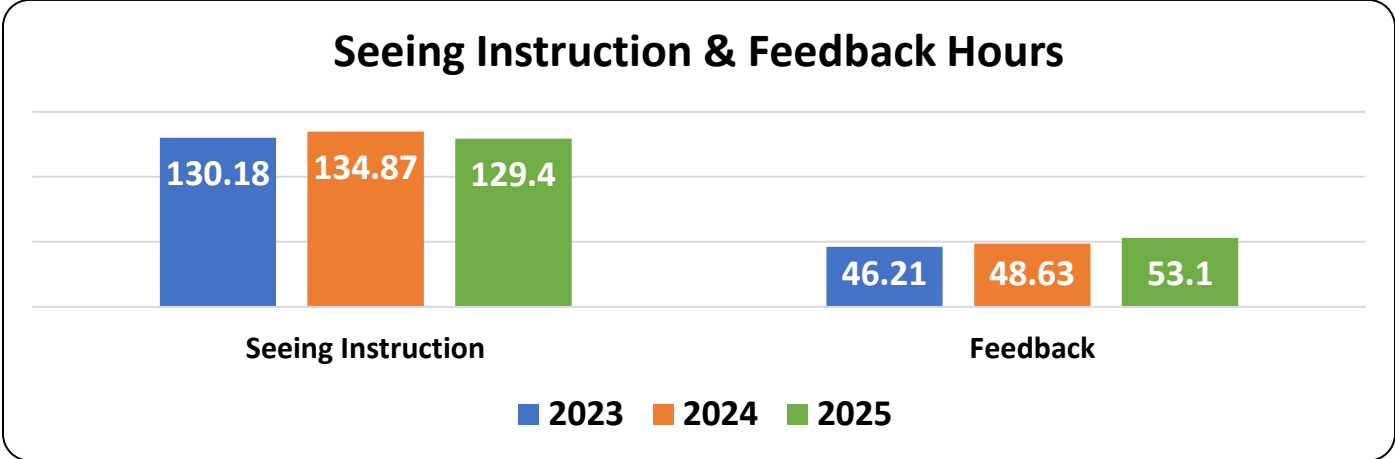| TimeTrack User Rubric Levels by School Year				
Rubric 1	**2022**	**2023**	**2024**	**2025**
E (Is still working to master all elements of Rubric 1, level 1)	169	185	122	70
1.1 (Has mastered all elements of Rubric 1, level 1)	205	289	258	191
1.2 (Has mastered all elements of Rubric 1, level 2)	200	288	340	294
1.3 (Has mastered all elements of Rubric 1, level 3)	171	210	269	216
Total:	745	972	989	771

Rubric 2	**2022**	**2023**	**2024**	**2025**
2.0 (Is still working to master all elements of Rubric 2, level 1)	22	39	53	37
2.1 (Has mastered all elements of Rubric 2, level 1)	41	46	56	60
2.2 (Has mastered all elements of Rubric 2, level 2)	26	27	29	19
2.3 (Has mastered all elements of Rubric 2, level 3)	14	28	25	14
Total:	103	140	163	130

TimeTrack Rubric Levels, Rubric 1, by School Year

	E	1.1	1.2	1.3
2022	169	205	200	171
2023	185	289	288	210
2024	122	258	340	269
2025	70	191	294	216

TimeTrack Rubric Levels, Rubric 2, by School Year

	2	2.1	2.2	2.3
2022	22	41	26	14
2023	39	46	27	28
2024	53	56	29	25
2025	37	60	19	14
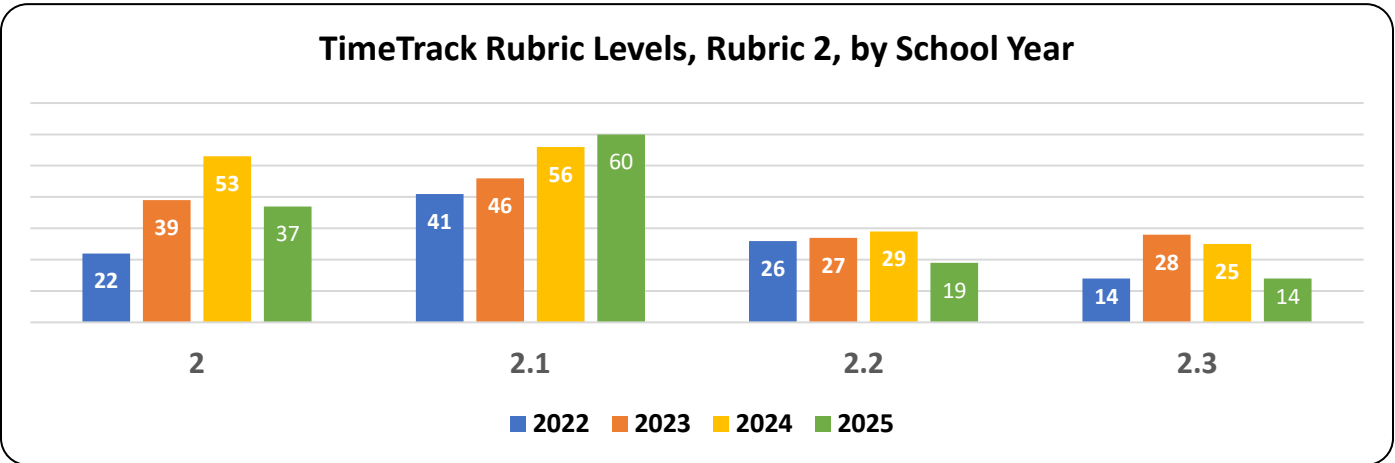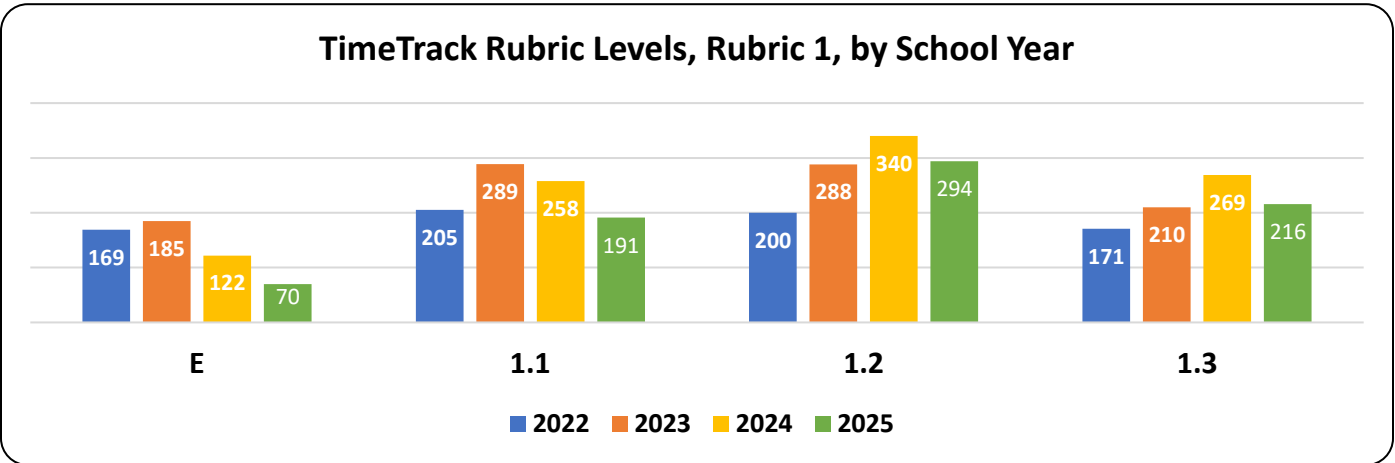
| Seeing Instruction			
Rubric Level	**2023**	**2024**	**2025**
Hours	130.18	134.87	129.4
Percentage	10.80%	10.94%	11.62%

Feedback			
Rubric Level	**2023**	**2024**	**2025**
Hours	46.21	48.63	53.1
Percentage	3.75%	4.90%	5.41%

Seeing Instruction & Feedback Hours

Seeing Instruction: 130.18 (2023), 134.87 (2024), 129.4 (2025)
Feedback: 46.21 (2023), 48.63 (2024), 53.1 (2025)

2023 **2024** **2025**

Seeing Instruction & Feedback %

Seeing Instruction: 10.80% (2023), 10.94% (2024), 11.62% (2025)
Feedback: 3.75% (2023), 4.90% (2024), 5.41% (2025)

2023 **2024** **2025**

The good part is TimeTrack really does more than any other calendar to give an accurate accounting of my day and what I do with it. I love that it helps me keep track of specific data - who, when, how often, for how long, etc. It helps keep anyone from falling through the cracks. It helps me keep my goal on what is important, instruction, and what is happening in classrooms through my work with principals.

~Tracy Gage, District Director of School Leadership, Springfield, Illinois

Average Instructional Time by Rubric Level				
Rubric Level	**2022**	**2023**	**2024**	**2025**
E (Team is still working to master all elements of Rubric 1, level 1)	36.82%	41.74%	40.71%	48.12%
1.1 (Team has mastered all elements of Rubric 1, level 1)	51.82%	52.42%	51.71%	53.06%
1.2 (Team has mastered all elements of Rubric 1, level 2)	53.03%	53.58%	58.18%	57.32%
1.3 (Team has mastered all elements of Rubric 1, level 3)	55.60%	62.83%	63.78%	63.81%
2.0 (Team is still working to master all elements of Rubric 2, level 1)	53.21%	63.55%	62.93%	61.22%
2.1 (Team has mastered all elements of Rubric 2, level 1)	58.63%	66.56%	65.31%	64.41%
2.2 (Team has mastered all elements of Rubric 2, level 2)	64.75%	63.61%	68.47%	68.28%
2.3 (Team has mastered all elements of Rubric 2, level 3)	63.25%	69.15%	71.57%	73.47%

Average Instructional Time, Rubric 1

Average Instructional Time, Rubric 2
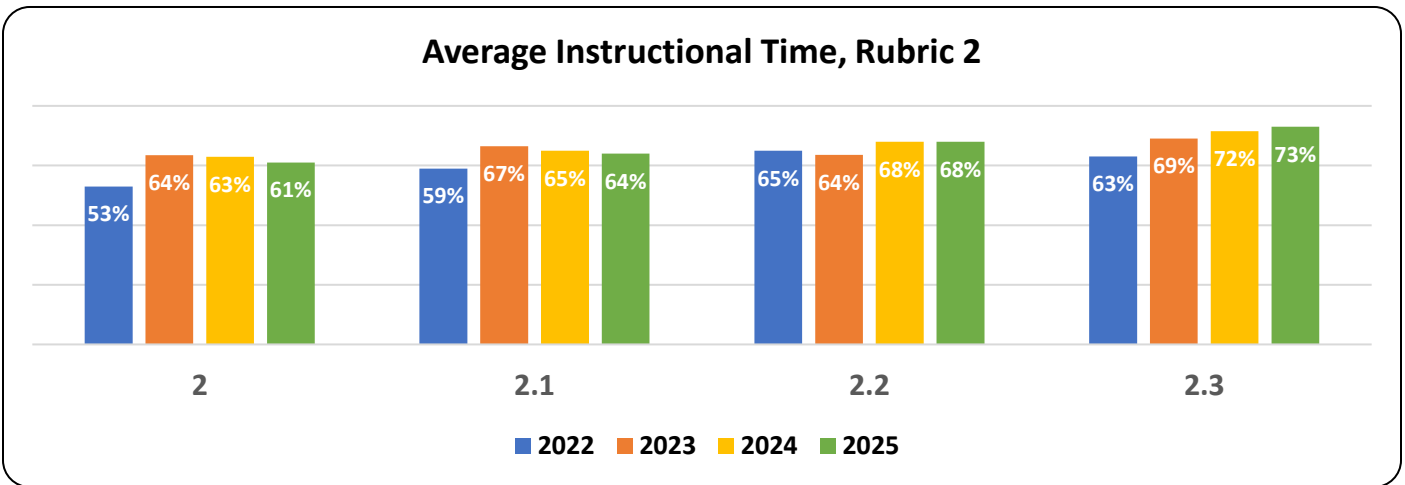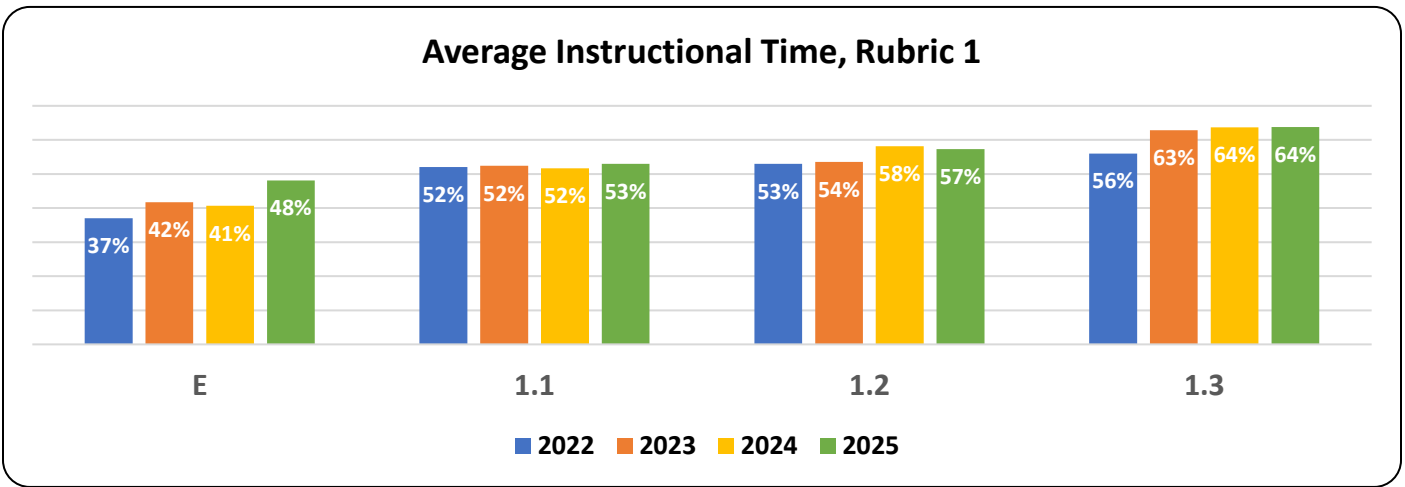
Impact Questions	2022	2023	2024	2025
Users able to connect time use with improved teacher practice:	74.09%	89.20%	91.41%	95%
Users able to connect time use with improved student performance:	66.44%	86.32%	88.78%	92%
Users able to connect daily SAM work with School Improvement Plan:	75.87%	85.70%	88.57%	90%

Users able to connect time use with improved teacher practice

- 2022: 74%
- 2023: 89%
- 2024: 91%
- 2025: 95%

Users able to connect time use with improved student performance

- 2022: 66%
- 2023: 86%
- 2024: 89%
- 2025: 92%

Users able to connect daily SAM work with School Improvement Plan

- 2022: 76%
- 2023: 86%
- 2024: 89%
- 2025: 90%
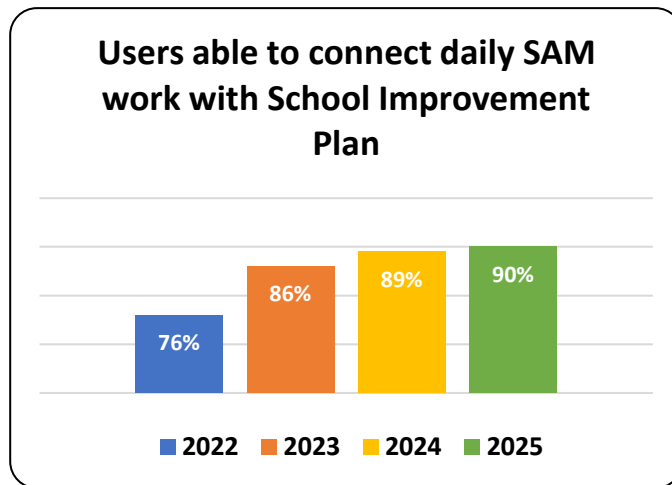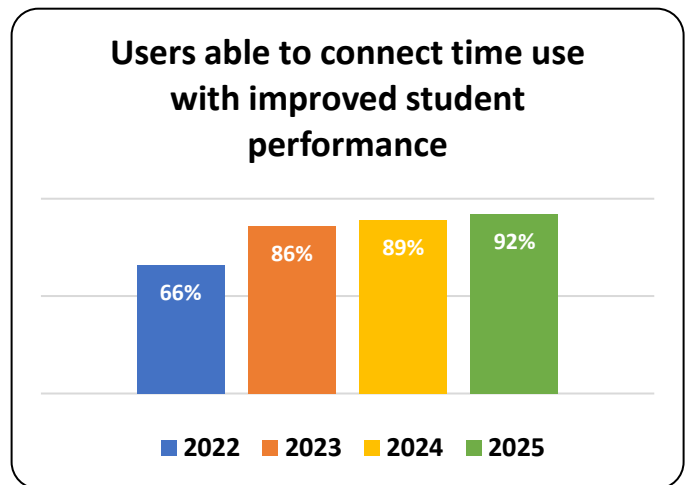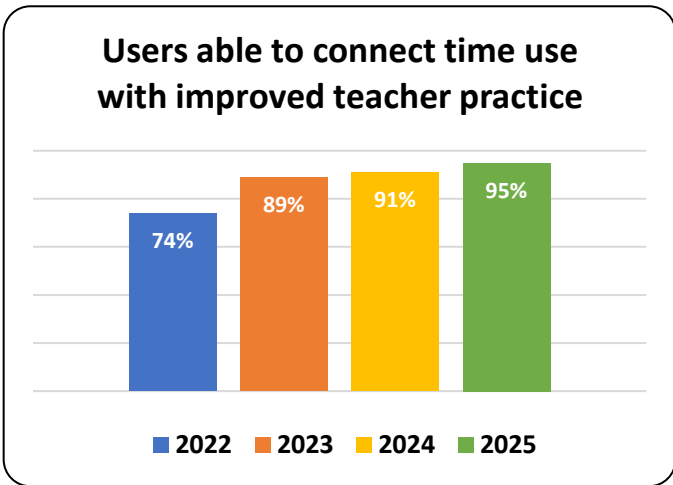
I am going to recommend we expand the use of SAMS in our District. This is something I wish I'd had earlier in my career. It has allowed me to develop people around me.

~Tracie Swilley, National High School Principal of the Year, Fairfield County High School, South Carolina

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Time Change Coaching Visit, Frequency 2023									
Visits	**Overall**	**E**	**1.1**	**1.2**	**1.3**	**2**	**2.1**	**2.2**	**2.3**
0-4	261	98	90	63	10	5	2	1	0
5-7	288	35	90	120	43	4	9	3	3
8-15	339	32	91	101	115	22	26	15	11
16+	84	20	12	4	42	8	9	8	7

Time Change Coaching Visit, Frequency 2024									
Visits	**Overall**	**E**	**1.1**	**1.2**	**1.3**	**2**	**2.1**	**2.2**	**2.3**
0-4	148	23	51	53	21	2	8	0	0
5-7	322	25	77	141	79	10	19	5	3
8-15	294	21	59	99	115	25	32	14	11
16+	7	1	4	1	1	0	1	0	0

Time Change Coaching Visit, Frequency 2025									
Visits	**Overall**	**E**	**1.1**	**1.2**	**1.3**	**2**	**2.1**	**2.2**	**2.3**
0-4	148	23	51	53	21	2	8	0	0
5-7	322	25	77	141	79	10	19	5	3
8-15	294	21	59	99	115	25	32	14	11
16+	7	1	4	1	1	0	1	0	0

Time Change Coaching Visits, Annual Frequency
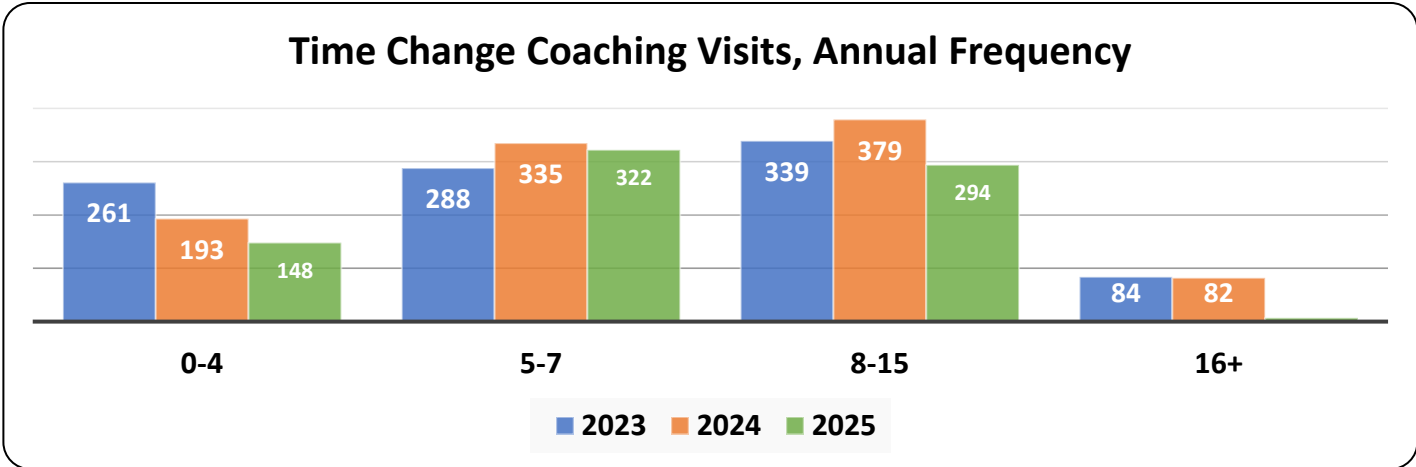
Average Coaching Visits			
Rubric Level	**2023**	**2024**	**2025**
Overall	8	9	7
E	7	6	6
1.1	7	6	7
1.2	7	9	6
1.3	11	13	8
2	10	11	9
2.1	11	10	8
2.2	12	12	8
2.3	12	12	8

Average Coaching Visits, 2024 & 2025