

Sample Implementation Plan

Year 1 – Assessing Needs and Creating an Action Plan

School Comprehensive Needs Assessment

A dedicated 3-person team will visit each of the partnership schools for 2-3 days to conduct the following services tailored to each school's size and anticipated needs:

- Conditions Diagnostic
- Baseline Rigor Appraisal Instructional Audit, includes surveys
- Curriculum Needs Assessment
- Classroom and teaching practices observations
- PLC observations
- School leadership team assessment
- Team Diagnostic Pulse Survey
- Instructional coach interviews
- Faculty focus group, 1-on-1 faculty interviews, or Faculty focus groups for each grade-level or subject
- Student focus group
- Basic planning and operations assessment or Comprehensive planning and operations assessment including a full facility assessment
- Written report of findings

The SCNA will be followed by a 1-hour virtual session to discuss the findings and next steps.

Supporting Arizona Documentation

- AZ Comprehensive Needs Assessment Completion Support, 2 days onsite
- Root Cause Analysis Support, 2 days onsite
- Integrated Action Plan Support, 4 virtual 1-hour sessions

Year 2 – Implementing Instructional Leadership and Rigorous Classrooms

District Level Services

District leadership services are attended by leadership from all district partnership schools as well as district leadership to support implementation.

- District Kickoff to launch project and partnership with stakeholders
- Designing Implementation
- Measuring Implementation
- Monthly Executive Action Team Meetings with project reviews to address barriers and impediments to project success
- Quarterly Communities of Practice with Area Superintendents, Principal Supervisors, and Curriculum and Instruction team leadership

School Level Services

School Leadership Coaching for the principal and school leadership team to continue developing strong, systemic conditions supportive of rigorous teaching and learning, 34-60+ days onsite and 8-16 hours of virtual coaching, includes:

- Rigor Appraisals delivered each quarter
- Conditions Walks and/or IE Rigor Classroom Walks administered every other week, as needed

Classroom Level Services

Coaching for teachers, teacher leaders, and curriculum teams to dive deep into rigorous student-centered learning, 34-60+ days onsite and 8-16 hours of virtual coaching, includes:

- Dedicated faculty coaching with content-specific coaching to support in core subject areas
- Enhancing classroom conditions and routines supportive of rigorous learning
- ELA and math core actions to achieve the standards
- Standards-based alignment of learning targets and tasks
- Teacher verification and feedback to students on attainment of learning targets
- Effective functioning of PLCs focused on student evidence of learning
- Coaching to Strengthen PLCs, who serve as the medium for collegial learning, peer coaching, and professional growth both as a team and as individual practitioners
- Focus on student-centered learning

IE Model of Instruction

Targeted professional development for teachers

- *101: Student-Led Team Basics*, 1 professional learning day
 - 101: Student-Led Team Basics Kit, for each teacher
 - 101: Student-Led Team Basics Kit Spanish Resources, as needed
 - 101: Online Module powered by Empower Professional Growth, for each teacher
- *201: First Step to Student Team Autonomy*, 1 professional learning day
 - 201: First Step to Student Team Autonomy Kit, for each teacher
 - 201: First Step to Student Team Autonomy Kit Spanish Resources, as needed
 - 201: Online Module powered by Empower Professional Growth, for each teacher

Dedicated Resources

- Project leadership and supervision, program management, monthly support and management of project activities, data analysis, logistics, and reporting
- Building Expertise Conference, registration for two attendees and one complimentary registration
- Professional resource (book) for Leadership Team
 - *Radical Candor: How to Get What You Want by Saying What You Mean* by Kim Scott
- Professional resources (books) for all Staff
 - *The Power of Student Teams: Achieving Social, Emotional, and Cognitive Learning in Every Classroom Through Academic Teaming* by Michael Toth
 - *Student Teaming: You Got This! A Teacher's Survival Guide to Implementing Student Teams* by Sara Croll
 - *Taxonomy Crosswalk Quick Reference Guide*

Empowerment Central

Measuring growth in school leadership effectiveness and teaching practice with the Empowerment Central suite of metric tools.

- *Empower Systems Growth* for principals to collect and analyze data about classroom practices and student evidence of learning and to make data-informed decisions for improvement
- *Empower Learner Growth* for teachers to input lesson learning targets and criteria for demonstrating mastery of those goals
- *Empower Professional Growth* for teachers and teacher teams to grow their instructional expertise through professional development, peer coaching, attainment of micro-credentials

Years 3+ – Coaching for Sustainability

We suggest all of our School Advancement partnerships continue for multiple years for the continued growth of the school, and to ensure systems are developed for sustainability even after our partnership ends. These years will continue our Model of Instruction professional development series, along with coaching at the school leadership and the classroom and instructional coach levels. The collection of data and use of our Empowerment Central suite of tools also continues, along with our calibration and data sharing at the district level. Typically, each subsequent year has fewer onsite days as we move from introducing new concepts to solidifying systems.