

FIGURE 2.1. Thought Scaffold

<i>Resistant Thought</i>	<i>Aligned Thought</i>
My students performing below grade level will not be able to meet grade level standards no matter what we do.	With some simple yet meaningful changes in classroom instruction, even my lower performing students will make accelerated progress, meeting grade level standards.
My teachers won't be willing to change their instructional practices. They are already so overwhelmed and overworked.	With my support and confidence, teachers will begin to see the direct relationship between instructional change and increased student achievement. Efficacy will then be contagious!
My staff will hate me if I hold them accountable for student achievement.	Teachers may at first react negatively, but morale will improve as they see me being a true partner with them and as their sense of pride grows when student learning begins to improve.

FIGURE 4.1 School Improvement Plan

School Year _____ Team _____

Team Members _____

<p>Goal (What will our students be able to do?)</p>
<p>Root Cause (What specific competency has held them back?)</p>
<p>New Instructional Practices (What will we do to address the deficit area?)</p>
<p>Implementation (Who will implement the practices and how often?)</p>
<p>Evidence (How will we measure growth toward our goal?)</p>
<p>Timeline (How often will we measure growth?)</p>

FIGURE 5.1. Alignment Framework

<p><i>State Objective</i> What will students learn and be able to do?</p>
<p><i>Formative Assessment</i> How will I know when they've mastered the objective?</p>
<p><i>Instructional Strategy</i> What learning experiences will result in student mastery?</p>

FIGURE 5.2. Simple Teacher Action Plan

<p>What are we going to do differently in our instruction to address the area of need? What will it look like?</p>
<p>How will we provide coaching to students as they develop this new skill?</p>
<p>How will we know when students have mastered it? How will students know? What opportunities will they have to evaluate their own work and the work of others?</p>