

Action Plan for Reform



Lincoln Hills Elementary

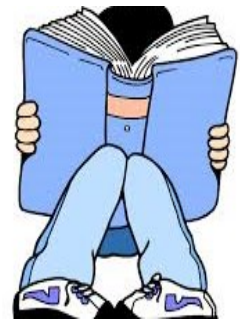
Why is reform necessary and important in our school now?

Special points of interest:

- Common Core State Standards are requiring changes in the way we teach.
- Reform is necessary to close the educational gap, especially in reading.
- Reform is necessary for our growth as professionals.
- Our data shows our school needs SCR to ensure our students meet the rigor of the Common Core.

Why reading reform now? What will make this reform work when others before it have failed countless times?

These are valid questions that are important to ponder. We as educators seem to be stretched to our limit with new strategies, programs, and ideas. However, we also know that in order to continue to grow as professionals we must continue to learn. The new standards and expectations for students are more demanding than ever with the Common Core; therefore, we need to rethink how we teach and learn. The new reform will offer us the opportunity to learn and grow from each other and in the process it will lead to tremendous student growth.



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Who will implement reform?

In order for reform to work, 75% of the school staff will need to be on board. This includes teachers, paraprofessionals, intervention specialists, reading specialists, special education teachers, ELL teachers, administration, AND students.

The implementation of reform will be a daily process that includes intentional planning, common assessments, evaluation of data, ongoing collaboration, study groups (PLC's), and open and honest communication.

“Motivation is an important dimension of effective reading instruction, but it is one often overlooked.” (Taylor 160).



“One sound route to improving student achievement and teacher effectiveness overall is by improving reading instruction.”-Taylor



Motivation to Change

Benefits of the SCR model:

- Opportunities for collaboration across grade levels
- Shared leadership between teachers and administration
- Increase in student growth in all subject areas
- Research based reading instruction and intervention strategies
- Coherent reading program based on standards
- Shared vision

Reasons for Reform:

Our school data indicates that students are not growing academically in reading at the rate they need to in order to be college ready. The reform will provide our staff with researched based strategies, instruction, and intervention that teachers and support staff can implement. It will provide a shared vision for our school and a model to follow that is precise and clearly written.

Learning and Support for Change

The new reforms in reading require teachers to have an open door policy and to participate in very honest discussions about teaching practices and student learning. Reform is not easy for anyone, but will be vital to closing the educational gap.

Administrative and leadership support: administration will be highly supportive and an integral part of the process. They will be involved in the day to day process of implementing SCR. They will act as coaches and mentors as well as strong leaders for reform.

In order for reform to be successful and the SCR model to run successfully, 75% of our staff will have to be on board for change. We must look at this as an opportunity to grow as professionals, to learn from each other through continuous collaboration, and to provide our students with better teaching strategies and practices.

Identifying Changes

The following changes will be part of the reform process:

- Weekly study groups
- Bi-monthly SCR professional development
- Peer to peer coaching and mentoring
- Leadership team that meets once a month and consists of teacher leaders and administration. The team will orchestrate the day-to-day activities.
- Literacy specialist who act as mentors, models, and coaches
- Increased reading time in each classroom
- Implementation of researched based reading programs and interventions.



Implementing Changes

Challenges:

There is no doubt that there will be challenges to reform, but we must strive to keep an open mind and work together through the process. We must display an openness to peer to peer coaching and feedback and have the ability to honestly assess each others practices.

Strengths:

The strengths in collaboration and adopting new reforms are opportunities for continued growth, swapping best practices and strategies for instruction, networking and adopting research based interventions.

Study Groups:

Collaboration will take place in study groups where teachers view one another teaching a strategy to a group of students or the class. Teachers bring work to evaluate and discuss strengths and weaknesses in teaching practices, delivery methods, and materials used. Teachers evaluate data and create common assessments. Discussion happens surrounding student need for interventions and/or supplemental learning activities.

Sustaining Changes

Professional Development

All teachers, support staff, and administration will be receiving continuous professional development throughout the SCR process. This development will be needs based, data driven, and information

that teachers and support staff can implement immediately in the classroom. This professional development will be a key component of the SCR process. Every staff member will be an integral part of our professional development.

Collaboration– In order for the reform process to continue to be effective, collaboration must be ongoing. Teachers must continue to share their wealth of knowledge, their personal successes with strategies, have honest discussion about what is working and what is not, and be open to change when it is needed for student growth.

