

# Developing a School-Wide Model of Instruction

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## **Background That Led to Your Team's Inquiry:**

After reviewing data from our Level 2 Marzano surveys, our leadership team noted that indicator 2.1 was an area where we could grow. This indicator states that school leaders have developed a written document articulating a school-wide model of instruction. From the Marzano survey, we also noticed that "school leaders limit the number of new initiatives, prioritizing those related to our school-wide model of instruction" and the use of our "school-wide language of instruction" had low averages within this indicator. Therefore, the purpose of our action research project was to develop a school-wide model of instruction.

## **Statement of Your Team's Wondering:**

With this purpose, we wondered how can a school-wide model of instruction strengthen classroom instruction and professional development?

## **Methods/Procedures:**

To gain insights into our wondering(s), we reviewed our vision at the October staff meeting (BRCS is committed to changing lives by cultivating dreams, capturing experiences and building potential). Then we discussed what we would always see, sometimes see, never see in our classrooms if this is truly our vision. Staff members shared their ideas by using Padlet. Our IPLI team met in December to review the ideas that were shared. We compared the ideas for our model of instruction with our evaluation rubric to see how they aligned. We decided to meet with grade-level team leaders to narrow the list. In January, we met with grade-level team leaders to review the school-wide model of instruction. The school-wide model of instruction was presented at our February staff meeting. Staff members expressed that they would like the "should never see or hear" piece removed. After our February meeting, the school-wide model of instruction was finalized, distributed to all staff members and displayed throughout the school.

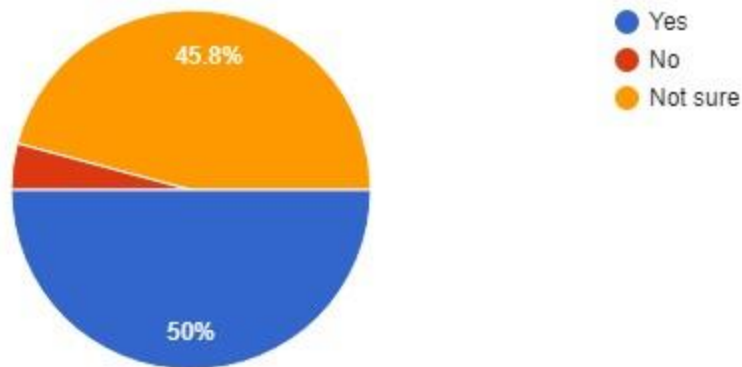
## **Stating Your Team's Learning and Supporting it with Data:**

As a result of analyzing our data, two important things we learned include:

1)The majority of responses from the staff survey were positive. One common theme is that the school-wide model of instruction would bring consistency to instruction and professional development. Consistency would increase within and between grade levels and professional development goals could be determined based upon the model of instruction. 50% of our staff felt that a school-wide model of instruction will strengthen our instruction in the classroom. 45.8% were unsure. Staff comments to the question, "Will having a school-wide model of instruction strengthen our classroom instruction?" included: It can if we all adhere to it. Kids and adults alike. If teachers choose to follow the model of instruction, it would strengthen it. However, some teachers may not use it to develop and grow in areas of weakness. It is a reminder of what is expected and is a good way to let new people know what we think is important.

## Will having a school-wide model of instruction strengthen our instruction in the classroom?

24 responses



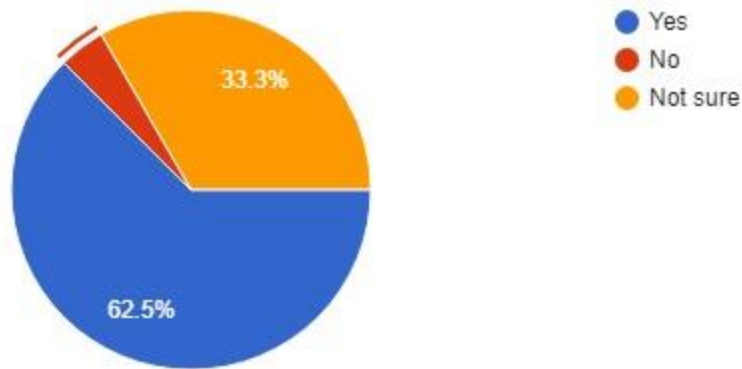
As far as I am aware we have never had one, so I am not sure if it will strengthen our instruction. I believe every teacher has strengths/weaknesses and every classroom is comprised of students with many various strengths and weaknesses, as well! Teachers need flexibility to meet the needs of their individual students! It could strengthen instruction for those who are not already doing the expectations on the list. It allows everyone to have a common theme in their classrooms. Students will find it as the new norm between staff and students. Transitioning between grade levels would be more cohesive.

I think it will help us be more purposeful and aware, but hopefully these are things we do on a daily basis anyway. Having a plan on a school wide basis will help all teachers to be on the same page. It will help each grade be more consistent. Basic instruction should be the same for each student as long as each teacher has additional freedom to teach in their own style. I think it could go both ways. I think some teachers could benefit from it but I could also see some teachers feeling constricted and tied down because of it. I feel that the teachers at Barr-Reeve have high expectations already, but the constant reminder certainly would not hurt. Also, it will take everyone working together to accomplish/maintain consistency.

2) 62.5% of our staff felt that having a school-wide model of instruction would strengthen our professional development. 33.3% were unsure. We surveyed 24 staff members. Staff comments to the question, "Will having a school-wide model of instruction strengthen our professional development?" included: A model of instruction will give us goals to work towards, allowing us to choose professional development that strengthens areas of weakness in our teaching strategies. We can focus on the topics that we want to see in the classroom and work to become stronger in those areas. Each teacher needs the flexibility to take away what works for his/her students from professional development sessions! I think it is possible to strengthen our professional development if we try to make sure we are doing the expectations on the list. It will remind us to seek more knowledge to grow as a professional. Again, it will allow for a common theme to develop among all staff members. It will help to continuously move staff in the same direction as a unit. Possibly. Again, I think these are things most of us already do. I believe it will if all teachers are on board with the School Wide model of instruction.

## Will having a school-wide model of instruction strengthen our professional development?

24 responses



I am not sure if it will strengthen it or not. It does give a guideline to look at our most important goals and see which ones we could improve on by more in depth PD. (for example: things with technology) I think that it will give us focus as a staff of things we can strive toward, which will lead to conversations about how we are accomplishing each piece of the model.

### **Providing Concluding Thoughts:**

The majority of responses from our staff survey were positive. One common theme is that the school-wide model of instruction would bring consistency to instruction and professional development. Consistency would increase within and between grade levels and professional development goals could be determined based upon the model of instruction. A few comments mentioned concerns about reduced flexibility in the classrooms. Our team needs to revisit the purpose of a school-wide model of instruction with our entire staff.

Our next steps include: 1) continue to collect data regarding our school-wide model of instruction and its effectiveness 2) continue to re-evaluate our school-wide model of instruction and revise it as needed 3) continue to develop a comprehensive list of initiatives and goals to ensure that we remain focused.

### **References:**

N/A

# WE ARE BARR-REEVE

We believe  
and are committed to  
changing lives by  
cultivating dreams,  
capturing experiences, and  
building potential.

## This means, you will see...

<b>Barr-Reeve Primary &amp; Elementary School-Wide Model of Instruction</b>	
<b>Should See and Hear Daily</b>	<b>Should See and Hear Almost Daily</b>
Lesson objectives aligned to standards	Checking for understanding through informal and formal assessments
Rigorous instructional practices and strategies	Students and staff utilizing technology to explore ideas/concepts
Engagement of students (academically and socially)	Student collaboration
Positive, respectful, and safe environment where relationships are being built	Staff collaboration
Established classroom procedures and expectations	

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