From Assumption to Action: Building Our Instructional Model Together
North Montgomery High School

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Background Leading to Our Inquiry
- NMHS received our HRS Level 2 results. There was wide disparity between staff perceptions and administrative perception.
- Phil Warrick's presentation in September helped provide insight as to why that might be.
- We took from Dr. Warrick's presentation to better education our staff on what an instructional model is.

The Purpose of Our Inquiry
- To have teacher driven consensus drive what we feel is instructionally important in our school.
- Determining our priorities would be the foundation to drive our instructional direction as a staff.

My Wondering
- Would NMHS staff, with further education on what an instructional model is, believe if we should do continued work in developing one for our school?
- What 10 elements, using Marzano's New Art and Science of Teaching, would our staff prioritize?

My Actions
- Conducted the original HRS Level 2 Survey
- Provided staff professional development, using elements of Dr. Warrick's presentation, to discuss what an instructional model is.
- Conducted a second HRS Level 2 Survey focusing on standard 2.1: The school leader communicates a clear vision as to how instruction should be addressed in the school.
- Teacher Leaders and I met with department head and PLC leaders to determine their personal top 10 elements of instructional.
- Led whole staff process and grouped off my departments to determine department top 5 elements of instruction.
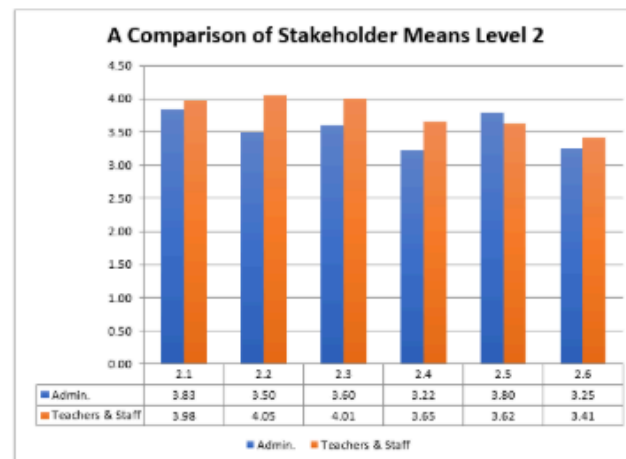- This led to settling on a whole staff top 10.

Data Collection
- HRS Level 2 Surveys
- Google Form survey data to determine elements of instruction

My Data

Data Analysis and Findings

The following chart compares the means of each stakeholder group for each leading indicator.

A Comparison of Stakeholder Means Level 2

	2.1	2.2	2.3	2.4	2.5	2.6
Admin.	3.83	3.50	3.60	3.22	3.80	3.25
Teachers & Staff	3.98	4.05	4.01	3.65	3.62	3.41

■ Admin.   ■ Teachers & Staff

Leading Indicator 2.1: The school leader communicates a clear vision as to how instruction should be addressed in the school.

- 2.1: The school leader communicates a clear vision as to how instruction should be addressed in the school.
  - Staff: 3.98 out of 5
  - Admin (CO, Deans, and Me): 3.83 out of 5
  - Principal: 2.37 out of 5

Picture 1: Original HRS Level 2 Survey Data

The school communicates a clear vision as to how teachers should address instruction.

27 responses

- 37%
- 14.8%
- 48.1%

- **Not Attempting:** The school has not attempted to implement a school wide…
- **Beginning:** The school is in the beginning, yet incomplete, stages of i…
- **Developing:** The school has implemented a school wise language…
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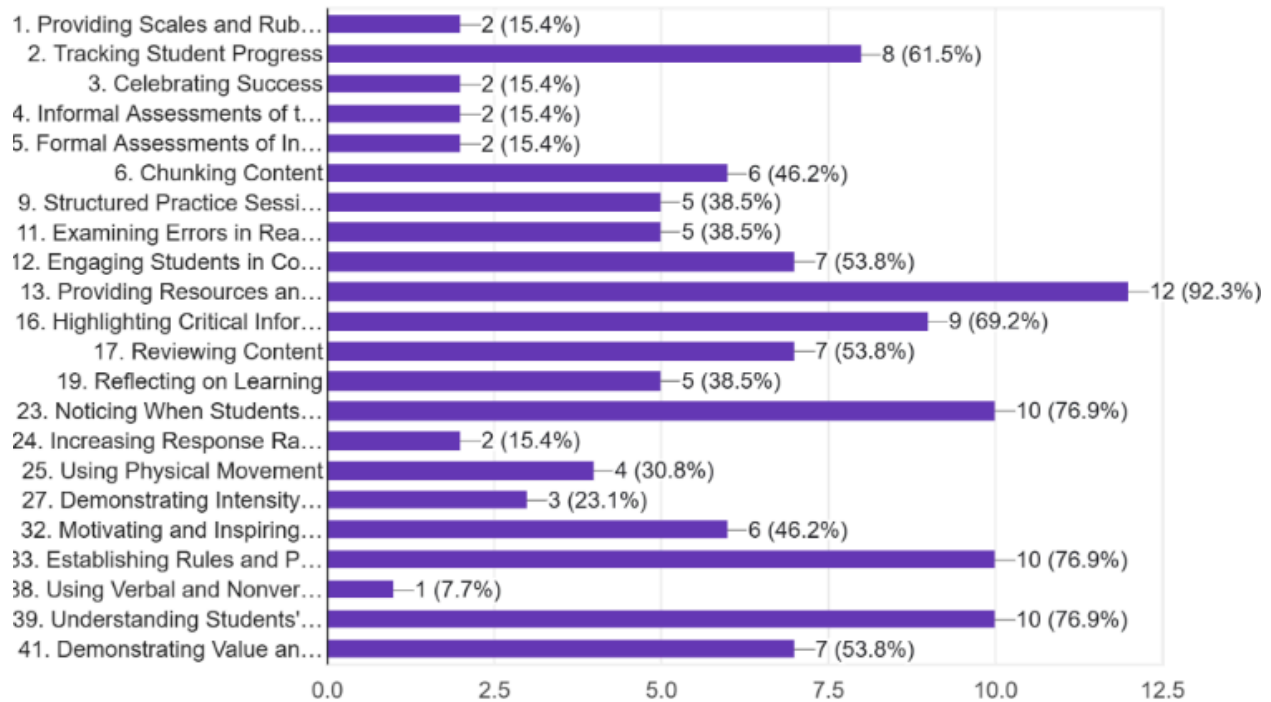- **Sustaining:** The school cultivates information through quick data source…

Picture 2: Follow up HRS Level 2 Survey Data after PD on what an instructional model is

Pick 10 elements that you feel would make the greatest impact in student learning.
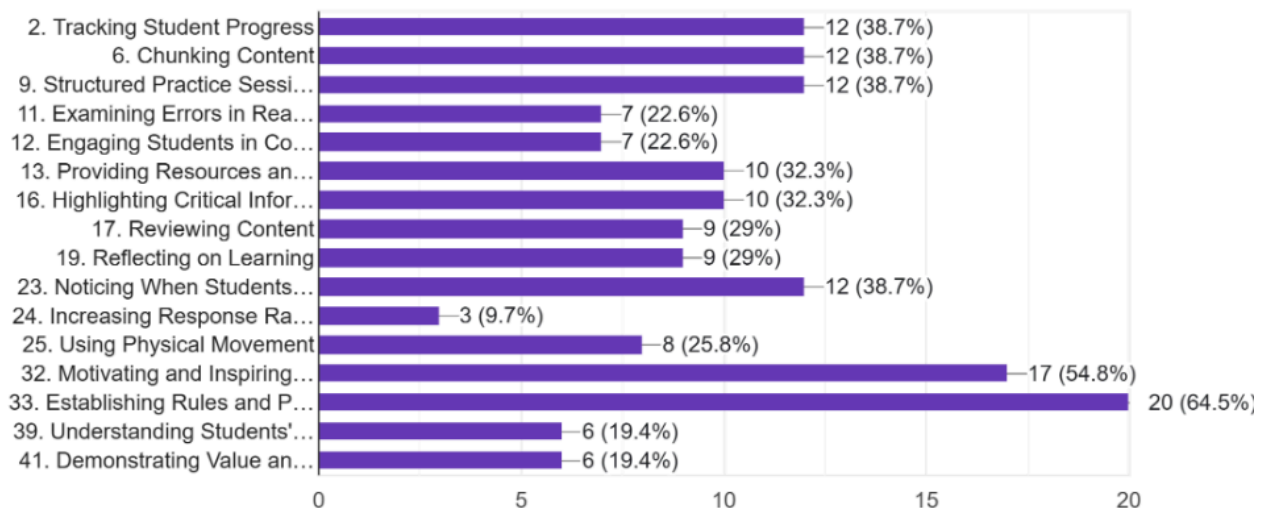
13 responses

Element	Value
1. Providing Scales and Rub...	2 (15.4%)
2. Tracking Student Progress	8 (61.5%)
3. Celebrating Success	2 (15.4%)
4. Informal Assessments of t...	2 (15.4%)
5. Formal Assessments of In...	2 (15.4%)
6. Chunking Content	6 (46.2%)
9. Structured Practice Sessi...	5 (38.5%)
11. Examining Errors in Rea...	5 (38.5%)
12. Engaging Students in Co...	7 (53.8%)
13. Providing Resources an...	12 (92.3%)
16. Highlighting Critical Infor...	9 (69.2%)
17. Reviewing Content	7 (53.8%)
19. Reflecting on Learning	5 (38.5%)
23. Noticing When Students...	10 (76.9%)
24. Increasing Response Ra...	2 (15.4%)
25. Using Physical Movement	4 (30.8%)
27. Demonstrating Intensity...	3 (23.1%)
32. Motivating and Inspiring...	6 (46.2%)
33. Establishing Rules and P...	10 (76.9%)
38. Using Verbal and Nonver...	1 (7.7%)
39. Understanding Students'...	10 (76.9%)
41. Demonstrating Value an...	7 (53.8%)

Picture 3: Google Form Survey Data on department head/PLC leader beliefs as to their top 10 elements of instruction.

Pick 5 elements that you feel would make the greatest impact in student learning.

31 responses

Element	Value
2. Tracking Student Progress	12 (38.7%)
6. Chunking Content	12 (38.7%)
9. Structured Practice Sessi...	12 (38.7%)
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32. Motivating and Inspiring...	17 (54.8%)
33. Establishing Rules and P...	20 (64.5%)
39. Understanding Students'...	6 (19.4%)
41. Demonstrating Value an...	6 (19.4%)

Picture 4: Google Form Survey Data on whole staff beliefs as to their top 5 elements of effective instruction.

Marzano Research 2016 - marzanoresearch.com

Feedback	Content	Context
Providing and Communicating Clear Learning Goals 1. Providing Scales and Rubrics 2. Tracking Student Progress 3. Celebrating Success ***Assessment*** 4. Informal Assessments of the Whole Class 5. Formal Assessments of Individual Students	***Direct Instruction Lessons*** 6. Chunking Content 7. Processing Content 8. Recording and Representing Content ***Practicing and Deepening Lessons*** 9. Structured Practice Sessions 10. Examining Similarities and Differences 11. Examining Errors in Reasoning ***Knowledge Application Lessons*** 12. Engaging Students in Cognitively Complex Tasks 13. Providing Resources and Guidance 14. Generating and Defending Claims ***Strategies That Appear in <u>All</u> Types of Lessons*** 15. Previewing 16. Highlighting Critical Information 17. Reviewing Content 18. Revising Knowledge 19. Reflecting on Learning 20. Purposeful Homework 21. Elaborating on Information 22. Organizing Students to Interact	***Engagement*** 23. Noticing When Students Are Not Engaged and Reacting 24. Increasing Response Rates 25. Using Physical Movement 26. Maintaining a Lively Pace 27. Demonstrating Intensity and Enthusiasm 28. Presenting Unusual Information 29. Using Friendly Conversation 30. Using Academic Games 31. Providing Opportunities for Students to Talk About Themselves 32. Motivating and Inspiring Students ***Rules and Procedures*** 33. Establishing Rules and Procedures 34. Organizing the Physical Layout of the Classroom 35. Demonstrating "Withitness" 36. Acknowledging Adherence to Rules and Procedures 37. Acknowledging Lack of Adherence to Rules and Procedures ***Relationships*** 38. Using Verbal and Nonverbal Behaviors that Indicate Affection for Students 39. Understanding Students' Backgrounds and Interests 40. Displaying Objectivity and Control ***Communicating with High Expectations*** 41. Demonstrating Value and Respect for Reluctant Learners 42. Asking In-Depth Questions of Reluctant Learners 43. Probing Incorrect Answers with Reluctant Learners

Picture 5: Highlighted elements reflect the 10 elements that will represent the NMHS instructional model for the 25-26 school year.

Our Discoveries

- Staff impressions of whether we have an effective instructional model at NMHS decreased with staff education.
- Staff had a strong consensus as to which elements they felt were most important for North Montgomery High School.

Where We Are Heading Next

- The development of this instructional model will inform
  - The development of teacher pedagogical goals for the 25-26 school year
  - What elements of instruction we will focus on during instructional rounds
  - Provide a focus for new teachers, especially for transition to teaching and directly out of college teachers.
  - Working with our Middle School, who also did this process, in developing between building professional development on like elements

Bibliography

- **Marzano, R. J.** (2017). *The Handbook for the New Art and Science of Teaching*. Solution Tree Press.

- **Marzano, R. J., Warrick, P. B., Rains, C. L., & DuFour, R.** (2018). *Leading a high*

reliability school. Solution Tree Press.

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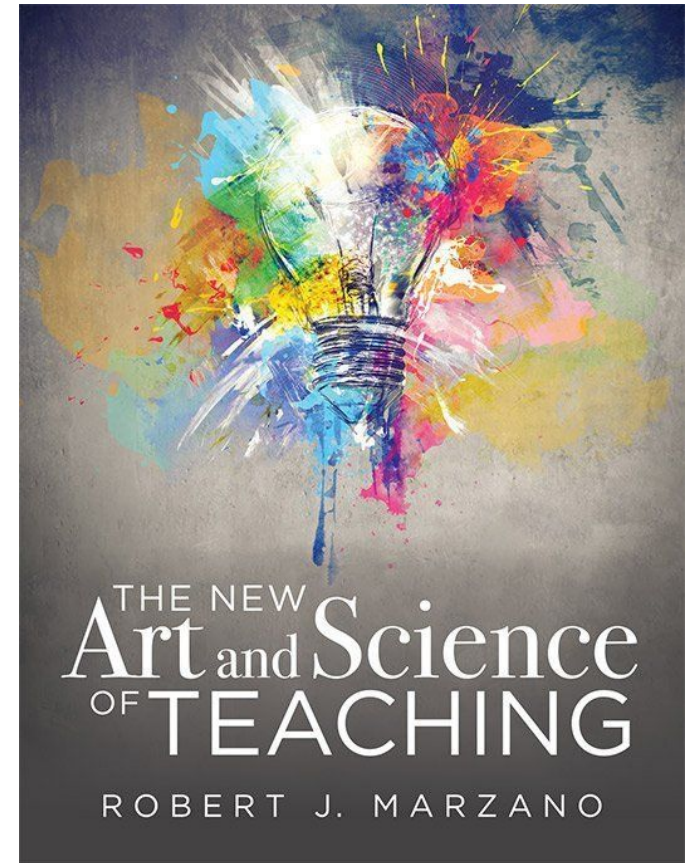
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Background Leading to this Inquiry

HRS Level 2 Initial Results

Phil Warrick Presentation - Realization

Staff presentation and HRS Level 2 results

Define steps to determine instructional model

THE NEW
Art and Science
OF TEACHING

ROBERT J. MARZANO

Purpose of This Inquiry

Is there a need?

Foundation for instructional focus

Consensus on what's important to NMHS

Teacher driven

Our Wondering

- We wondered if NMHS staff, with education on what an instructional model is, would still think as highly of our progress.
- We wondered what 10 elements would our staff prioritize as important levers of instruction to best help students learn.

Our Actions

- HRS Level 2 Survey
- Define an instructional model with staff
- HRS Level 2 Survey
- Meet with Department Heads and PLC Leaders
- Meet with Whole Staff
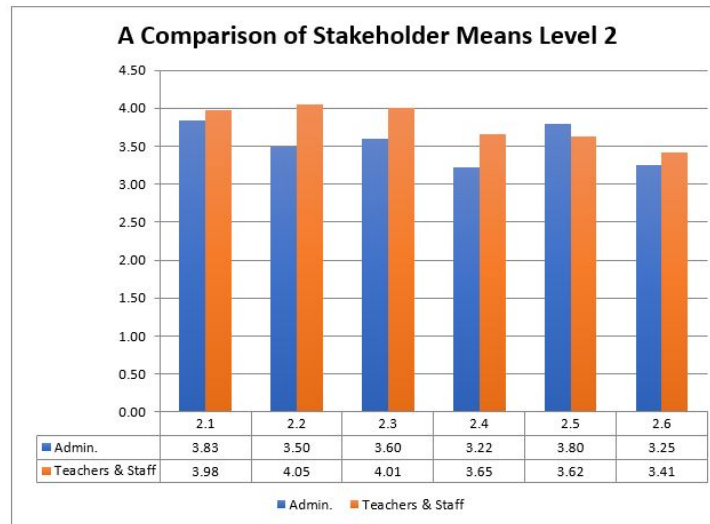
Survey Research

Data Collection

- HRS Level 2 Survey Data, Take 1
- HRS Level 2 Survey Data, Take 2
- Department Head/PLC Leader Top 10 elements of instruction feedback
- Whole staff feedback on Top 5 elements of instruction
- HRS Level 3 Survey Data, Take 3???

Our Data

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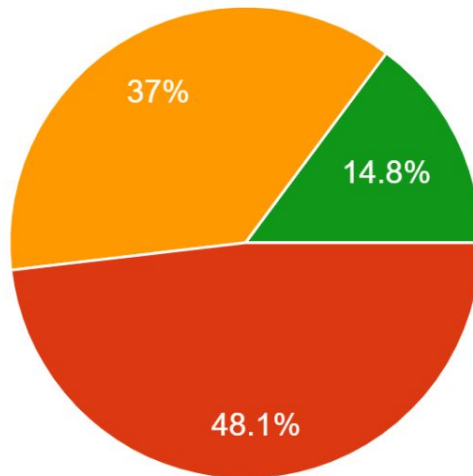|	2.1	2.2	2.3	2.4	2.5	2.6
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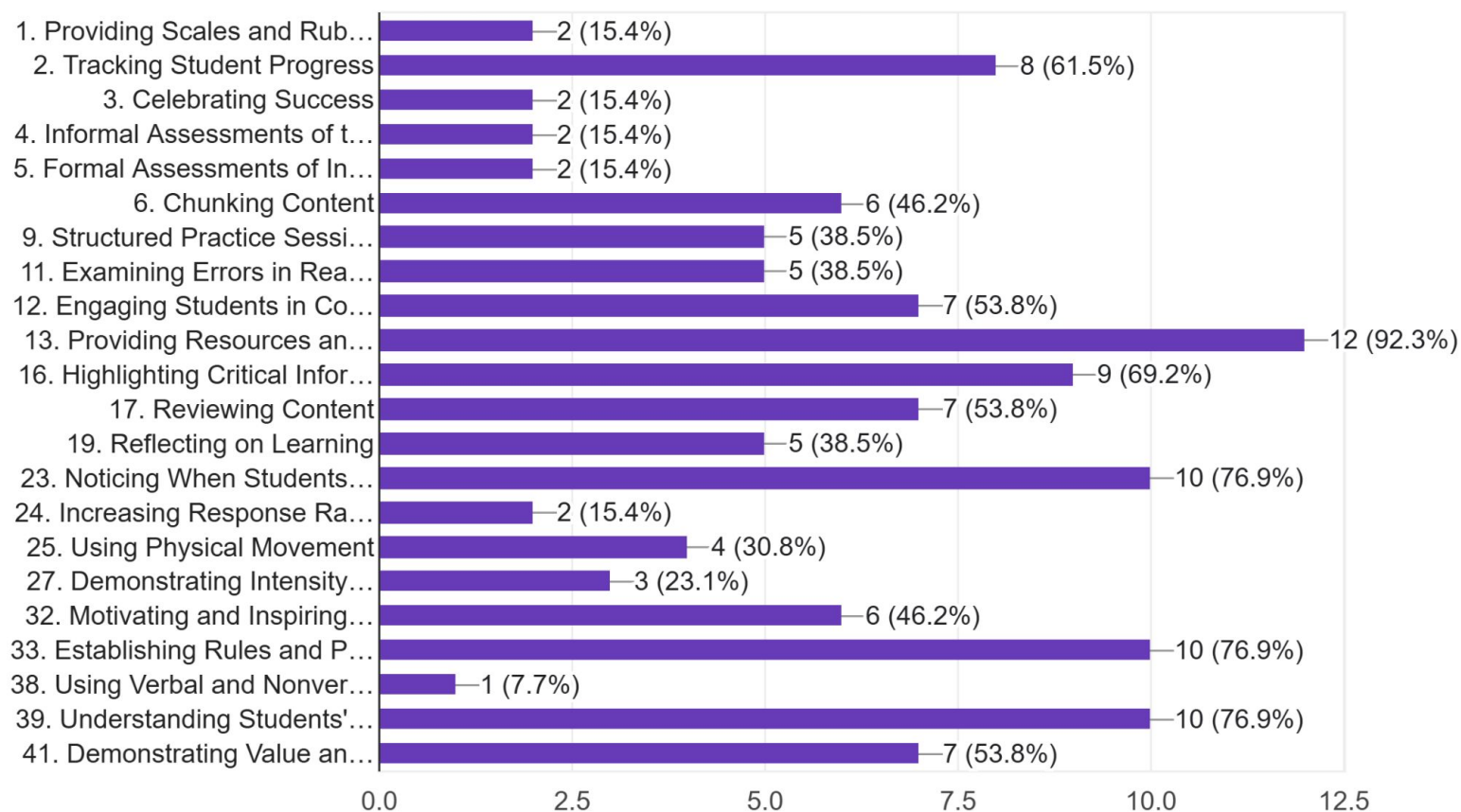- 🔵 Not Attempting: The school has not attempted to implement a school wide…
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(Pie chart values: 37%, 14.8%, 48.1%)

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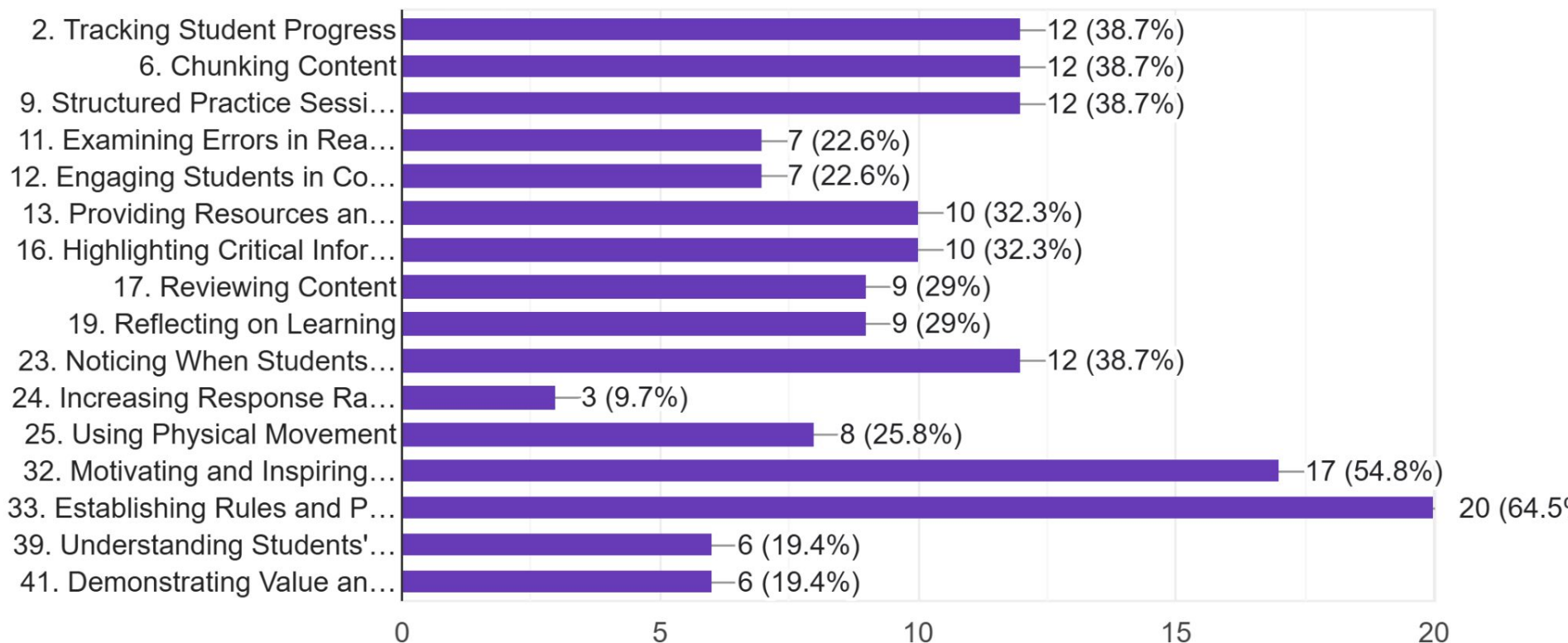
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  - Teacher/Department pedagogical goals
  - Instructional rounds focus
  - New teacher focus

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