

“Just keep SWIMming!” Implementing a School Wide Model of Instruction @ NPMS

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Background That Led to Your Team’s Inquiry:

The interest that led to our inquiry involves the demographic shift NPMS is currently experiencing with our teaching staff. Five beginning teachers were hired for the 2016-2017 school year and we expect to hire at least two more in the next two years. This will be a third of our teaching staff! Data from our HRS survey indicated lead indicator 2.1: “The school leader communicates a clear vision as to how instruction should be addressed in the school” was an area to address. Developing instructional guidelines that would be beneficial for both new and veteran staff in establishing best practices in student instruction became our focus. We became interested in a School-Wide Instructional Model

Statement of Your Team’s Wondering:

“How will implementing a School-Wide Instructional Model positively affect classroom instruction and student academic growth?”

Methods/Procedures:

To gain insights into our wondering we met with staff to identify “Should See, Might See, and Never See” Instructional practices at NPMS during Professional Development Sessions in the Fall of 2016. We then met as a leadership team to review data from our professional development sessions and to group the results. This allowed us to develop our own “SWIM” model.

We then followed the development of this model up by collecting staff surveys concerning our SWIM model to help guide professional development. We also created lesson plan checklists correlated to our SWIM model that teachers were required to complete when turning in their lesson plans for long observations. Finally, we also created peer observation forms that were also tied to our SWIM model.

Through our staff survey we learned that Goals/Objectives and Rigorous Expectations were both areas of our School Wide Instructional Model that staff identified as focus areas for professional development. Staff express the greatest concerns for time for training to help teachers better implement the “SWIM” model. We are working with all our schools to develop a corporation wide professional development plan that builds in adequate time for staff training.

We continue to implement our SWIM model (first implemented February 8, 2017) with veteran staff and All newly hired teachers!

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

As a result of analyzing our data two important things we learned include: 1. Goals/Objectives and Rigorous Expectations were both areas of our School Wide Instructional Model that staff identified as focus areas for professional development. 2. Staff express the greatest concerns for time for training to help teachers better implement the "SWIM" model.

"Goals/Objectives and Rigorous Expectations were both areas of our School Wide Instructional Model that staff identified as focus areas for professional development." We had staff complete a survey concerning our "SWIM" model:

<https://www.surveymonkey.com/results/SM-NZXVYL8F/>

The results of this survey provided the data to support both our statements of learning. We asked the question: Which "Should See" area do you feel you would like to have additional training/information on? 36% of staff identified Goals and Objectives and 32% of staff identified Rigorous Expectations.

Providing Concluding Thoughts:

We learned that our school and staff continue to grow and change. We have a veteran staff who is willing to develop a framework of effective instruction for NPMS that both new and experienced staff can follow to provide for the educational, social, and emotional needs of our students. This allows for our School Wide Model of Instruction to become an ever evolving document that is focused on the positive development of our students and school.

Future professional development in our school will be focused on technology and our School Wide Model of Instruction. Our corporation has developed an early release schedule that will allow for bi-weekly professional development sessions. We continue to implement our SWIM model (first implemented February 8, 2017) with veteran staff and All newly hired teachers!

References:

N/A