

## **Indiana Principal Leadership Institute**

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### ***School Wide Instructional Model***

#### **Background Leading to Our Inquiry**

Pine Village Elementary has never had a school-wide instructional framework to follow. This next year we are adding 3 new teachers to our building and feel that it would be helpful to have a model in place to assist our new teachers and veterans. This will ensure that our teachers know the expected instructional strategies. We also feel this will be a valuable tool in teacher evaluations. Therefore, the purpose of our action inquiry is to ensure that all teachers know the expected instructional strategies to use in their classrooms.

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

With this purpose, we wondered if having a School Wide Instructional Framework would help our new teachers be prepared to include our expected instructional strategies into their classrooms. In addition, would it be a reminder for our veteran staff.

#### **Methods/Procedures:**

During collaboration time, Teachers participated in the Level 2 activity ‘What do you expect to see instructionally?’ in groups. The groups recorded ideas in 3 categories: Should see/hear, Might see/hear, Never see/hear. After meeting in our small groups and giving teachers time to think about the groupings, we brought the staff together. In our second meeting, teacher leaders had combined both groups’ ideas. As a whole group the ideas were reviewed. Then they discussed each category and the ideas listed. As a whole group it was determined that our number of ideas should be low in each category. Teachers then selected the ideas for each category and agreed upon our model. It is our plan to give the Level 2 Marzano survey to our staff, since we were unable to do that prior to our action research.

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

As a result of analyzing the data, we learned that we have a cohesive group of teachers. This group was very supportive of putting together this model. It was interesting to see when they came back together in one group that their ideas under the categories were several of the same.

Also, several comments were made about how helpful this will be to our new incoming staff members so that they can understand our philosophy and expectations. This is important to our staff since we are small and have high expectations for our building. It was interesting to hear staff members comment during our group meeting about the ideas they were good at or did naturally in the classroom and those areas they needed to improve.

### **Providing Concluding Thoughts:**

Overall, our staff was supportive in developing this framework. There were some comments about the “never see” in class category, however they all agreed that should be listed in the framework. Our framework will be beneficial for our new teachers and give us an additional tool to use during evaluations, as this will be used for walk-throughs. We will use this as a stepping stone to further develop a full school-wide instructional model.

### **References:**

N/A

# School Wide Instructional Model Framework

Name of School: Pine Village Elementary

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Teachers' Names: Katie Tillotson, Faith Maroska

# Background Leading to this Inquiry

- Pine Village Elementary has never had a school-wide instructional model to follow. This next year we are adding 3 new teachers to our building and feel that it would be helpful to have a model in place to assist our new and veterans teachers. This will ensure that our teachers know the expected instructional strategies framework.

# Purpose of This Inquiry

- Therefore, the purpose of our action inquiry is to ensure that all teachers know the expected instructional strategies framework to use in their classrooms.

# Our Wondering

- With this purpose, we wondered if having a School Wide Instructional Model Framework would help our new teachers include our expected instructional strategies into their classrooms immediately and to review our focus for our veteran teachers.

# Our Actions

- To gain insight into my wonderings, during collaboration time, teachers participated in the Level 2 activity ‘What do you expect to see instructionally?’ in groups. The groups recorded ideas in 3 categories:
  - Should see/hear, Might see/hear, Never see/hear.

# Data Collection

- Staff ideas recorded during PLC. Lists were made by each teacher leader from staff ideas.
- Second PLC, teacher leaders shared all the lists. Teachers refined the lists.
- Teacher Leaders and teachers narrowed down ideas to include in the framework which was created with all staff.

# Our Data

<b>Should See and Hear Almost Daily</b>	<b>Might See or Hear Daily</b>	<b>Should Not See</b>
<p>Respectful and safe environment supporting SEL needs</p> <p>Engaging Environment That Allows Class Discussion, Exploration, and Questioning</p> <p>Positive, Caring, Encouraging, and Flexible Environment</p> <p>Mix of Whole Group, Small Group, One on One Instruction</p>	<p>Purposeful use of technology</p> <p>Staff and student collaboration</p> <p>Formal/informal assessments for reflection</p>	<p>Unsafe Activities</p> <p>Negative Sarcasm</p> <p>Low Expectations for Students</p>

# Our Discoveries

- From our action research, we discovered that our staff was enthusiastic in developing this framework.
- Our staff was very positive in developing this framework to share with new incoming staff.

# Where We Are Heading Next

- In the future, we will use the School Wide Instructional Model Framework during our Administrative Walk Throughs.
- Give the Level 2 Marzano Survey to staff
- Develop an instructional model using the groupings of feedback, content, and context

# Bibliography

- N/A