IMAGINE SCHOOLS TEACHERS

plan and instruct in a classroom environment that fosters positive character development and academic growth.

Teaching demands broad knowledge of subject matter, curriculum, and standards; enthusiasm, a caring attitude, and a love of learning; knowledge of discipline and classroom management techniques; and a desire to make a difference in the lives of young people. The environment among teachers in our schools could be described as "hyper-cooperative." Teachers not only help each other, they share ideas and instructional approaches. Teachers and staff usually know all the students in the school by name and typically know the students' parents and siblings. Study after study shows the single most important factor determining the quality of the education a child receives is the quality of his or her teacher.

PLAN

ESTABLISH

Create a culture of high academic and positive character expectations.

EQUIP

Develop and utilize rigorous research-based curriculum.

ENGAGE

Model and practice justice through differentiated instruction.

EVALUATE

Examine the effectiveness of instructional resources, materials, and tools.

INSTRUCT

ESTABLISH

Ensure fidelity of the school's strategic plan and goals.

EQUIP

Maximize instructional time through classroom management and habit-building routines.

ENGAGE

Deliver purposeful instruction using research-based best practices resulting in student mastery.

EVALUATE

Reflect collaboratively on instructional effectiveness through data analysis.

IMAGINE TEACHERS PLAN INSTRUCTION

ESTABLISH

Create a collaborative culture of high academic expectations and positive character expectations.

Imagine teachers see possibility and presume competence for all students. Teachers assist students in understanding their role as scholars and their place within the community. They shape student mindsets to be growth oriented and reinforce the correlation between actions and resulting accomplishments. They help students understand the commitment to hard work necessary to be a student of purpose and virtue. Teachers empower students to collaborate with their peers and invite them to experience the joy of taking responsibility for their education.

Outcomes

Teachers use questioning to encourage students to be thinkers and productive members of the community. Time is allocated to teach students about applying and tracking effort and progress towards personal and collaborative goals. Teachers note and communicate specific areas of growth, providing feedback using quantitative and qualitative data as evidence. Students exemplify characteristics of scholars and people of character.

Required Tools to Establish High Academic and Positive Character Expectations

Behavior and academic tracking logs, rubrics, Bloom's Learning Domains (Bloom's Taxonomy), lesson plans

EQUIP

Develop and utilize rigorous research-based curriculum through collaboration.

Imagine teachers develop and utilize research-based tools to ensure the curriculum is standards-driven, cohesive, and organized. Teachers unpack the standards and engage in collaborative planning within their grade levels and across grades to create a consistent curriculum map centered on rigorous content. They make informed decisions to acquire the best tools and resources for each student. Teachers plan learning experiences that lead to comprehensive student understanding.

Outcomes

Teachers participate in weekly collaborative planning sessions with grade-level teams to create a curriculum map and unpack standards. They develop pacing guides, research and allocate appropriately rigorous materials, and organize tools for ongoing assessment and progress monitoring.

Required Tools to Equip with Rigorous Curriculum

Imagine Schools Curriculum Guide, pacing guides, research-based core programs, Common Core Standards, team minutes, professional development calendar, textbook evaluation tool

ENGAGE

Model and practice justice through differentiated instruction.

Imagine teachers model and practice justice. Through intentional lesson planning and functional learning environments, teachers seek to improve learning as efficiently, effectively, and equitably as possible for ALL students, including those with differing abilities. Teachers employ strategies for differentiation within whole-group, small-group, and independent settings. They vary the content and their instructional process to challenge every student.

Outcomes

Teachers unpack standards, map their curriculum, and plan with the end in mind. This becomes the norm. Classrooms are highly student centered with individualized instruction based on teachers' understanding of the shared value of Justice. Teachers have the mind-set to expand on topics to make learning interesting, engaging, and purposeful.

Required Tools to Engage in Differentiated Instruction

Common Core Standards, curriculum maps, pacing guides, model classroom and teacher rubric, formative and summative assessments, assessment calendars, lesson plan template

EVALUATE

Examine the effectiveness of instructional resources, materials, and tools.

Imagine teachers examine ongoing academic and character assessment data frequently. Teachers, parents, and leaders are involved in data analysis in a variety of settings. Teachers design and implement formative and summative assessments to monitor the ongoing progress of their students. They create individual student learning plans and evaluate data to adjust further instruction, re-teach material as needed, and accommodate for mastery of content and concepts.

Outcomes

Individual learning plans and effective data reports are created for optimal accountability. Teachers organize student results at the question level, standard level, individual level, and whole class level. Teachers use a variety of strategies for intervention, including small groups and pullout/push-in interventions.

Required Tools to Evaluate the Effectiveness of Resources

Behavior and academic tracking logs, self-reflection tools, Student Success Plans, data reports, Advanced Reading Challenge participation log, teacher evaluations, Character Evaluation feedback, Imagine Survey data, Response to Intervention Progress Charts, Gap Analysis Tool

TEACHERS INSTRUCT FOR STUDENT GROWTH

ESTABLISH

Ensure fidelity of the School Excellence Plan and goals.

Imagine teachers know and understand the specific components of the school's strategic plan and goals. They commit to adhere to prioritized initiatives and implement agreed upon instructional tools, resources, and evaluative practices. They align their practice to the school's instructional vision and mission so that students receive rigorous instruction, reach their highest potential, and experience success both individually and as a community.

Outcomes

Teachers demonstrate knowledge of schoolwide strategic goals and intentionally implement effective instructional strategies. Their instruction and classroom practices foster a culture of high expectations, high achievement, and virtuous character both within their classroom and throughout the school.

Required Tools to Establish Fidelity of the School's Plan

School Excellence Plan, vision and mission statement, previous year's survey results, pre-planning calendar, leadership meeting agendas, School Excellence Program Review, team minutes, Character Development plan, New Teacher Webinars, master calendar

EQUIP

Maximize instructional time through classroom management and habit-building routines.

Imagine teachers facilitate justice by creating a supportive learning environment. Teachers build habits of excellence through established routines that operate consistently across the school and in every classroom. These routines continually convey to students that both learning and character are important and every minute provides an opportunity for growth. Habit-building routines focus on attributes directly connected to the integration of performance, character, and academics.

Outcomes

Teachers model, reinforce, and convey expectations for habit-building routines. Teachers regularly meet with students to set goals and model reflective thinking. Teachers monitor and reinforce students' peer collaboration, sharing classroom responsibilities, and critiquing others' work.

Required Tools to Equip with Habit-building Routines

Classroom rules, School Code of Conduct, conferencing logs, lesson plans, rubrics, Homework Audit Tool

ENGAGE

Deliver purposeful instruction using research-based best practices resulting in student mastery.

I*magine teachers establish purpose*, employ research-based strategies, scaffold instruction, and provide ample opportunity to clarify understanding through productive group work. They structure purposeful instructional strategies and activities that result in high student engagement that are grounded in higher order thinking, problem solving, and real world connections for all students.

Outcomes

Teachers create engaging and integrated units that will appropriately challenge students. They create inquiry-based projects and problems that respect students' interests, abilities, and learning styles. They evaluate the effectiveness of models of instruction, develop interventions, and teach skills necessary to enable students' independence and mastery.

Required Tools to Engage in Purposeful Instruction

Lesson and unit plans, curriculum maps, Imagine Schools Curriculum Guide, professional development calendar, walk-through feedback forms

EVALUATE

Reflect collaboratively on instructional effectiveness through data analysis.

Imagine teachers examine ongoing assessment data. They systematically conduct analyses of student achievement and mastery, including progress made toward predetermined achievement and character goals for each student. Teachers access professional development to ensure functional knowledge of content, pedagogy, and resources. Teachers participate in professional learning communities, collaborating with their colleagues to employ justice for all students.

Outcomes

Teachers are proficient at evaluating short and longitudinal student data. They participate in a continual process of reflecting, seeking feedback, and re-teaching with direct focus on targeted areas. They pursue professional development to support student mastery and ongoing personal growth tied to predetermined goals.

Required Tools to Evaluate Effective Instruction

Teacher evaluations, data reports, Response to Intervention Reports, data chat agendas and minutes, data walls, Learning Gains report