



INSTRUCTIONAL GROWTH

Seminars & Support

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Student Growth begins with Instructional Growth! Instruction matters most...

1) Needs are established through district assessment and conversation

2) Professional development based on district needs & targeted areas of an Instructional Growth Framework

3) Sustained support for principals and staff

Let us help you build teacher effectiveness and evaluate impact to guide future direction with a systematic Instructional Growth plan. Powerful professional development and support is changing the way schools “do school”.

Professional Development Large Group:

- Engaging and Customized – based on your strategic growth plan or based on Instructional Growth audit results, you may choose the content focus from the Instructional Growth Framework. Choose an overview of all 6 areas as a single PD day or break them into several separate PD sessions.
- Follow-up plans are always included for each session
- Staff self-reflection and goal setting is included and utilized for future trainings
- Large group seminars are continued with private sustained support sessions and small group follow-up PD
- Learn more at www.instructionalgrowth.com

Professional Development Small Groups:

No waiver days? No problem! During the school day rotating subs are creatively utilized to allow for small group PD.

- Small group professional development can be used to roll out large initiatives in a more intimate setting, allowing for conversation and questions.
- Small group is effective as a follow-up to large group seminars, allowing teachers to collaboratively share their “take away”, ask for clarification, and set their personal goals to move forward.
- Individual support requests are part of small group pull-out sessions. As a result, future support is individualized based on teachers’ experience level and requested support. Our Instructional Growth team will keep documentation for every staff member for **differentiated** future work.

Sustained Support & Instructional Coaching:

During school hours...classroom visits (Learning Walks) with optional audit documentation are available.

Instructional support and coaching provides individual support based on teachers’ personalized growth goals and plans. We can audit specific targets, instructional strategies, student engagement, etc. and make research-based suggestions for improvement. District book study initiatives integrated as needed.

- Consulting, observations, modeling, team teaching, individual improvement conferences, and monitoring of progress all ensure accountability and fidelity to district direction.
- Individualized goal setting, self-reflection documents, and walkthroughs can be part of the coaching process. Support request and guidance is based on the current instructional level of every teacher.
- Benchmarking and documented progress monitoring utilized to measure classroom instructional growth.
- Documentation will be revisited periodically to acknowledge growth and identify continued needs.

Leadership Support & Planning: Waiver day and convocation plans will be organized for you! Let the Instructional Growth team plan a series of professional development sessions. All sessions follow an Instructional Growth Framework with evidence-based practices and suggestions for sustained growth!

We work side by side with coaches and principals! Plans for principal lead staff meetings available, including all breakout activities. This unified PD material can guide your entire year for quality embedded PD and TBTs, ensuring strong collaborations! Breakout activities for every meeting, including handouts, essential questions, and surveys, are provided for sustained support throughout the year.



INSTRUCTIONAL GROWTH FRAMEWORK

6 Essential Areas of Instructional Growth

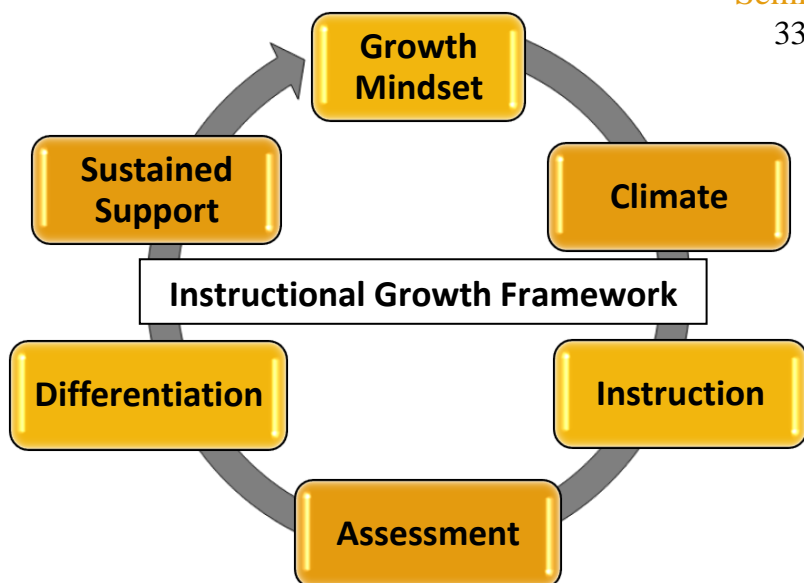
This is THE WORK that moves both students and teachers!

- 1. GROWTH MINDSET:** Foster an open “Growth Mindset” for administrators, teachers and students. Foster a freedom to fail and a desire to grow! Explore the research of Carol Dweck and John Hattie on the impact of students’ and teachers’ mind frame!
- 2. LEARNING CLIMATE:** Create an effective Learning Climate. Discover the impact of instructional leadership on the building climate. Explore strategies for teachers to create an effective and open classroom climate! Utilize TBT and collaborations to be efficient and professional.
- 3. INSTRUCTION:** Understand the power of responsive teaching! Explore research-based instructional strategies and impact ratings from John Hattie’s “Visible Learning”. Actively engage learners and get proven results! Re-visit targeted instruction, and learn how to focus on mastering standards in a critical thinking classroom rather than just “covering” materials. Uncover the power of formative FEEDBACK - instructional feedback for teachers & learning feedback for students! Contact *Instructional Growth* for many more high-engagement instructional options.
- 4. ASSESSMENT:** Formative Assessment practices yield results! Focus on targeted assessment and documentation. Identify specific skill deficit and root cause of struggle! **Monitor the mastery and track growth data for every standard.** Harness the power of immediate assessment feedback and the Progress Monitoring Checklists. Allow students to grow through their mistakes. “Freedom to Fail” motivates kids to keep trying!
- 5. DIFFERENTIATION:** Embrace and identify the need for differentiated instruction. Learn simple strategies to implement **data-based small group instruction and interventions.** Explore management, screening and intervention strategies. Matching the correct intervention to the learning deficit is critical! Build the appropriate systems utilizing the best interventions and higher cognitive enrichment strategies for a **strong RTI /** multi-tiered system of support.
- 6. SUSTAINED SUPPORT:** Continue support for both teachers and students. Talk about the instruction! Provide embedded PD and coaching! Teachers and students both need a variety of support modalities. Create a community support system for learners. Utilize TBT & collaborative meetings to support and guide targeted learning.

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Principals can easily continue the seminar presentations and topics at staff meetings!

Professional Development & Collaborations entirely planned for you!

Staff engagement suggestions and meeting materials provided. This includes all handouts, step-by-step guides, an outline for agenda, essential questions, and teacher reflection forms. Student surveys and teacher surveys are also included! **This organized PD material can guide your entire year** for embedded PD that will ensure strong collaborations and unified district conversations.