

Learning Teams Implementation

The implementation plan will achieve the following learning targets:

- **Principals:** I can create the conditions for and lead teams of teachers in collaborative professional learning using the five-stage cycle for the purpose of improving student achievement.
- **Teachers:** I can effectively work as a member of a collaborative professional learning team to improve my own practice and increase student achievement through the use of the five-stage cycle.
- **Parents/Community Members:** I can describe the benefits of learning teams in my child's school, knowing that teams of teachers will be monitoring the learning data of each child, enriching their learning when they are proficient, and providing support when they struggle.

The District will focus on the following key areas prior to implementing collaboration time for teachers. The Board will receive regular progress updates through December.

Communication: A comprehensive communication plan is being developed. One component of this plan is the development of common language that is easily understood by staff and community. Staff and parents will understand what collaboration time is and what it isn't and will be able to clearly articulate the benefits of the work.

BEA is a key communication partner. The District is working with the Association to define the work and to negotiate areas that impact the contract. A Memorandum of Understanding will be developed prior to implementation.

Staff Training: A series of common and differentiated professional learning experiences will prepare schools to move to the next level of implementation of Learning Teams. Some schools will be refining already proficient practice and others preparing staff to begin structured Learning Teams in January. Training time will include dedicated time during pre-service week, at principal and leadership meetings, and school staff meetings. Training will be provided by principals and trained teacher leaders and supported by Teaching and Learning staff.

Community Engagement: Parents and community members will be invited into purposeful and structured conversations to discuss how teacher learning benefits student learning. These conversations will be conducted in schools and community venues. Principals will utilize a common powerpoint and common messages.