

Shickley Instructional Model

Planning

Plans to Address Learner Needs

Teacher plans instruction based on information from formative and summative assessments and other sources, and adjusts plans for individuals and whole groups when necessary.

Plans Experiences to Support Learning

Teacher plans learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards.

Learning Community

Safe and Respectful Learning Community

Teacher collaborates with others to build an inclusive and engaging learning environment marked by respect, rigor, and responsibility.

Effective Classroom Management

Teacher manages time, space, resources, and students' attention to support students and to advance their learning.

Instructional Practices

Assess to Guide Teacher's and Learner's Decision-Making

Teacher uses multiple methods of assessment to monitor progress and to guide teachers' and learners' decision making.

Differentiation

Teacher understands and uses a variety of instructional strategies and make learning accessible to all learners.

Mastery of Content

Teacher creates learning experiences that make the discipline accessible and meaningful for all learners to ensure mastery of the content.

Application of Content

Teacher encourages learners to develop deep understanding of content areas, make connections across content, and apply content knowledge in meaningful ways.

Leading Professional Learning and Ethical Practice

Professional Learning

Teacher engages in meaningful and ongoing professional learning, uses data to evaluate his/her practice, and adapts practice to meet the needs of all learners.

Leadership and Ethics

Teacher seeks appropriate opportunities to model ethical and effective practice for colleagues, to lead professional learning activities, and to serve in other leadership roles in the school, the district, the profession, and the community.

Planning

Plans to Address Learner Needs: Teacher plans instruction based on information from formative and summative assessments and other sources, and adjusts plans for individuals and whole groups when necessary.

- Teacher creates learning experiences based on formative and summative assessment results and other sources, and adjusts plans to meet learners' needs.
 - An effective teacher uses aggregated and disaggregated data to plan instruction for the class, as well as for individual learners.
 - Additionally, a distinguished teacher uses assessment data to proactively support learners in their understanding of more difficult concepts and to guide learners along individual pathways.
- Teacher plans how to achieve individual's rigorous learning goals, choosing appropriate strategies, accommodations, resources, and materials to differentiate instruction.
 - An effective teacher plans appropriate strategies and accommodations, resources, and materials to support and challenge all learners.
 - Additionally, a distinguished teacher additionally collaborates with learners to plan and identify needed support.
- Teacher plans instruction by collaborating with colleagues, specialists, outside resources, families and learners to meet individual learning needs.
 - An effective teacher collaborates with others and consistently uses the information to guide instruction.
 - Additionally, a distinguished teacher collaborates with others to develop a network of support for individual learners.

Plans Experiences to Support Learning: Teacher plans learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards.

- Teacher develops appropriate sequencing of learning experiences aligned to the learning objectives and assessment task.
 - An effective teacher plans a logical sequence of learning experiences aligned with the objective and assessment task and relevant to learner needs.
 - Backwards Planning/UbD format and graphic.
 - Additionally, a distinguished teacher plans with learners to support them in reaching their potential.
- Teacher creates opportunities for learners to use critical thinking skills, as well as cross-disciplinary skills and knowledge.
 - An effective teacher plans to foster learner use of cross-disciplinary knowledge and critical thinking skills to explore content-related or real-world issues.
 - Additionally, a distinguished teacher plans to support learners as they identify authentic issues or problems and use cross-disciplinary knowledge and critical thinking skills to explore possible solutions.
- Teacher develops learning experiences that engage students in collaborative and self-directed learning that extend student interaction with ideas and people locally and globally.
 - An effective teacher plans to facilitate experiences that engage learners in collaborative and self-directed learning, and extend learner interactions with ideas and people locally and globally.
 - Additionally, a distinguished teacher plans to collaborate with learners as they explore authentic ideas, problems, or issues and support their search for local and global people and resources.

Learning Community

Safe and Respectful Learning Community: Teacher collaborates with others to build an inclusive and engaging learning environment marked by respect, rigor, and responsibility.

- Teacher models and nurtures a respectful and supportive learning environment marked by rigor and responsibility; and learners interact with the teacher and other learners in a positive, respectful manner and accept responsibility for quality work.
 - An effective teacher models respectful, supportive interaction. The teacher facilitates the development of norms related to positive, supportive collaboration, as well as quality work. An effective teacher's learners demonstrate respect for each other and for the teacher. They collaborate and support each other to produce quality work.
 - Additionally, a distinguished teacher encourages sharing of thoughts and ideas and individual responsibility for learning in the classroom and throughout the school. A distinguished teacher's learners openly share ideas and consider the ideas of others. Learners work together to assure that all classmates produce quality work.
- Teacher fosters exploration and appreciation of diverse cultures and communities; and learners demonstrate an interest in other cultures and communities.
 - An effective teacher intentionally integrates diverse cultural and community exploration into daily lessons and activities. An effective teacher's learners demonstrate an interest in other learners' cultures and backgrounds.
 - Additionally, a distinguished teacher encourages learners' exploration of cultures and communities, both locally and globally. A distinguished teacher's learners make connections between learning concepts, culture, communities, and experiences.

Effective Classroom Management: Teacher manages time, space, resources, and students' attention to support students and to advance their learning.

- Teacher collaborates with learners to create a clear set of learning environment norms and procedures and responds appropriately when necessary; and learners know and follow behavioral expectations and learning environment procedures.
 - An effective teacher facilitates learners' development of behavioral norms and consistently and fairly follows through. An effective teacher's learners collaborate to develop behavioral norms and follow routines and procedures.
 - Additionally, a distinguished teacher facilitates learner reflection on personal and class behaviors and holds all learners accountable to high expectations. A distinguished teacher's learners reflect on their behavior.
- Teacher effectively manages time (transitions, instructional time), space, and resources; and learners make full use of instructional time, move safely throughout the room, and access materials with ease.
 - An effective teacher's transitions are smooth and materials are accessible to ALL learners, and lose little instructional time. An effective teacher's learners transition quickly and make good use of instructional time, and have access to all resources and materials.
 - Additionally, a distinguished teacher facilitates learner reflection on transitions and use of instructional time. A distinguished teacher collaborates with learners regarding access of materials. A distinguished teacher's learners independently make good use of instructional time and arrange the learning environment to fit their needs. Learners work with the teacher to access needed materials.

Instructional Practices

Assess to Guide Teacher's and Learner's Decision-Making: Teacher uses multiple methods of assessment to monitor progress and to guide teachers' and learners' decision making.

- Teacher frequently checks for understanding and adjusts instruction in real time, and uses assessment results to plan next steps; and learners are confident that their teacher knows where they are in their understanding of the concept.
 - An effective teacher frequently checks for understanding in a variety of ways and modifies instruction in real time for individuals or groups of learners. An effective teacher's learners frequently demonstrate their understanding and seek help when needed. All learners receive instruction and assignments appropriate to their levels of understanding.
 - Additionally, a distinguished teacher facilitates conversations that allow learners to see help from their peers. A distinguished teacher's learners converse with peers, seeking clarification as well as alternative strategies and solutions.
- Teacher engages learners in assessing their progress and in understanding and identifying quality work; and learners understand how assignments are assessed and have a clear definition of quality work.
 - An effective teacher provides a clear understanding of assessment criteria and helps learners to develop quality work based on that criterion. An effective teacher's learners have a clear definition of quality work and understand the criteria that will be used to assess their work.
 - Additionally, a distinguished teacher facilitates learner development of quality assessment criteria and helps them to define quality work. A distinguished teacher's learners determine the assessment criteria and create a definition of quality work.
- Teacher provides learners with timely and descriptive feedback to guide their progress; and learners have a clear understanding of what they need to do to improve their assignments or tests, and modify or revise their work based on descriptive feedback.
 - An effective teacher provides detailed feedback, facilitates learner reflection on tasks, and allows learners to revise their work. An effective teacher's learners examine feedback, seek help in understanding areas of need and revise work to reflect new understandings.
 - Additionally, a distinguished teacher facilitates peer review of learner work, guiding them to provide descriptive and constructive feedback. A distinguished teacher's learners collaborate with peers to improve their work and to further their understanding.

Differentiation: Teacher understands and uses a variety of instructional strategies and make learning accessible to all learners.

- Teacher makes appropriate and timely provisions (e.g. pacing for individual rates of growth, task demands, communication, assessment, and response modes) for groups' and individual's learning needs; and learners report feeling included and supported as they overcome their unique learning challenges.
 - An effective teacher modifies instruction and materials to meet the needs of all learners. An effective teacher's learners feel included and supported in overcoming their unique learning challenges.
 - Additionally, a distinguished teacher collaborates with learners to determine appropriate learning goals and experiences. A distinguished teacher's learners voice their learning needs and seek resources and support to accomplish their goals.

Mastery of Content: Teacher creates learning experiences that make the discipline accessible and meaningful for all learners to ensure mastery of the content.

- Teacher stimulates learner's reflection on prior knowledge, links new concepts to familiar concepts, and makes connections to learners' experiences and real-life application; and learners understand the objective, how it is connected to other concepts and experiences, and its real-life application.

- o An effective teacher discusses learning objective and stimulates learner reflection on connections between new concepts and prior learning. An effective teacher's learners can articulate the learning objective and make connections between new learning and prior knowledge.
- o Additionally, teacher collaborates with learners to make connections between new concepts and real-world issues and applications and to identify personal learning goals. A distinguished teacher's learners make connections between new concepts and real-world issues, and identify personal learning goals along the learning progression.
- Teacher uses multiple representations and explanations that guide learners through learning progressions to promote each learner's achievement of content standards; and learners can articulate specific indicators of their progress through a learning pathway as they reflect upon their growth.
 - o An effective teacher uses multiple representations and explanations to promote student learning. This teacher provides structures that guide individual learner's achievement. An effective teacher's learners understand the learning pathway, specific indicators of their learning, and steps they need to take to further their understanding.
 - o Additionally, a distinguished teacher collaborates with learners about their position along the learning pathway, their learning goal, and their approach for moving forward in their understanding. A distinguished teacher's learners understand their movement along the learning pathway and determine their next goals to move their learning forward.

Application of Content: Teacher encourages learners to develop deep understanding of content areas, make connections across content, and apply content knowledge in meaningful ways.

- Teacher engages learners in generating and evaluating new ideas and novel approaches and in seeking inventive solutions to real-world problems; and learners identify real-world problems and issues, and use inter-disciplinary knowledge, as well as critical thinking skills to seek solutions.
 - o An effective teacher facilitates learner development of inventive solutions to real-world problems using their inter-disciplinary knowledge and critical thinking skills. An effective teacher's learners use critical thinking skills and problem-solving skills, as well as interdisciplinary knowledge to explore solutions to real-world problems and issues.
 - o Additionally, a distinguished teacher fosters learner awareness of authentic community needs and issues, and engages learners in generating possible solutions. A distinguished teacher's learners use problem-solving skills to address community issues and problems.
- Teacher uses a variety of instructional strategies to support and expand learners' communication through speaking, listening, reading, writing, and other modes; and learners demonstrate the necessary skills to effectively read and communicate in the various discipline areas.
 - o An effective teacher guides learners in developing and applying literacy and communication skills in the content area. An effective teacher's learners apply literacy skills to read a variety of texts and to speak and write using conventions and expectations of the discipline.
 - o Additionally, a distinguished teacher provides opportunities for learners to apply literacy and communications skills to analyze information and to communicate their work. A distinguished teacher's learners use literacy skills to gather and analyze information and to deliver quality oral and written communications.

Leading Professional Learning and Ethical Practice

Professional Learning: Teacher engages in meaningful and ongoing professional learning, uses data to evaluate his/her practice, and adapts practice to meet the needs of all learners.

- Teacher engages in ongoing professional learning opportunities.
 - An effective teacher engages in professional learning focused on his/her specific needs, and consistently implements new knowledge and skills.
 - Additionally, a distinguished teacher engages in professional learning opportunities and leads others in improving their practice.
- Teacher collaborates with learners, families, colleagues, school professionals, and outside resources to ensure learner growth and well-being.
 - An effective teachers actively participates in collaboration with learners, families, colleagues, and outside resources to ensure growth of all learners and to build a positive learning environment.
 - Additionally, a distinguished teacher leads collaboration involving instructional team, learners, families, and outside resources to advocate and address the needs of all learners.

Leadership and Ethics: Teacher seeks appropriate opportunities to model ethical and effective practice for colleagues, to lead professional learning activities, and to serve in other leadership roles in the school, the district, the profession, and the community.

- Teacher practices in an ethical and professional manner.
 - An effective teachers acts in an ethical manner and supports others in doing the same.
 - Additionally, a distinguished teacher serves as a leader to help build awareness of moral and ethical demands of the profession.
- Teacher seeks appropriate leadership roles to support student learning and to advance the profession.
 - An effective teacher works with others to support all student learning and to develop a climate of trust and openness.
 - Additionally, a distinguished teacher serves in leadership roles and advocates for learners, the school, and the profession.