

## Holloway Elementary Faculty CIP Reflection Tool

Questions to Ask:	What To Do:		
Has this <b>strategy</b> been effective? If there was 100% teacher implementation, could it make a difference in student achievement?	Is the strategy research based? If the only reason why this strategy was not effective is because teachers did not implement it fully, <b>keep it</b> . (List the strategy and action step number(s) in column one)		
Was the strategy a global idea that could have specific action steps underneath it?	If the strategy is a global idea, go back and look to see if the action steps <b>fit</b> the strategy. Can the strategy be accomplished by the action steps? Do they meet the intent of the strategy? If not, <b>write new action steps</b> . (List the strategy and action step number(s) in column two)		
Are the actions steps clear to the teacher and to anyone who will participate in a review? Can you see a definite who, what, when?	Have these action steps produced increased student achievement according to research or in other school settings? If the answer is yes, <b>keep but reword</b> to make sure it includes who, what, when and it is something observable. (List the strategy and action step number(s) in column three)		
Can you get buy-in from the teachers for this strategy/ action step?	You can have the best strategy/action step but if teachers do not see the benefit of it, they will not put their heart in it. Look at the MYR results and <b>determine which strategies/action steps need further buy-in from teachers</b> . (List the strategy and action step number(s) in column four)		
Are most of your strategies documented in an evidence box rather than observable in a classroom?	The goal of a review is not to collect papers in a box. The goal is to write strategies and action steps that target teacher behavior inside the classroom in core instruction and what teachers will do in the intervention/remediation environment. If everything you are doing is evidenced in a box... <b>rewrite</b> to address teacher behavior in core instruction and intervention/remediation. What will we see in the classroom as a result of this professional development, the disaggregation of data, implementation of this action step? <b>Your action steps should make it down to the student level</b> .(You will receive more guidance on this at CIP training)		
<b>Strategies/ We Will Keep</b>	<b>Strategies We Will Keep/Reword but Need New Action Steps</b>	<b>Action Steps We Will Keep but Reword</b>	<b>Areas Where We Need More Buy-In and More PD</b>
<b>Increase Reading Achievement Increase Reading Comprehension Application of Acquired Content and Knowledge</b>			<b>Increase Reading Comprehension Standard Analysis Standards Research</b>
What new things are on the horizon for your school? What ideas would you like to explore based on research, attending professional development, district expectations, and state initiatives, other entities, grants? <b>Be prepared to write new strategies and action steps after you attend CIP training</b> . Having teachers that are extremely knowledgeable of content and are equipped with research based strategies to implement them to fidelity is key. Holloway's teachers need more professional development in the above areas and this will be out focus for the upcoming year.			