

Planning Template to Strengthen the Four Characteristics

Use the following template to examine the four characteristics and brainstorm strategies you plan to use in your school.

| Characteristics | Example Strategies |
|-----------------|---|
| Passion | <ul style="list-style-type: none"> • End a meeting with an inspirational message or song. • Remind teachers why they chose the profession. Have them write their <i>why</i> on a small card. Frame it, and give it to teachers as a constant reminder of their why. • Have teachers think about a teacher who made a difference in their lives and discuss how they can be that teacher for someone else. • As a staff, create a <i>passion plan</i> that outlines what steps or actions they can take. • Create a professional learning calendar with a variety of topics and events that teachers can pick from. |
| Your Plan: | |
| A Caring Nature | <ul style="list-style-type: none"> • Involve teachers in conversations about specific students to learn more about their home life. • Take teachers on a road trip on the school bus so they can see the neighborhoods their students come from. • Create a mentoring program at your school where every teacher has to adopt one student who they mentor and advocate for. • Create a <i>silent shepherd</i> program at your school where staff identify students who need extra attention. Then assign a staff member to pay special attention to each student. • Survey your students so teachers can see how their students perceive them. |
| Your Plan: | |

REPRODUCIBLE

| | |
|-------------------------|---|
| High Expectations | <ul style="list-style-type: none">• Ensure that a PLC exists in your school to ensure expectations for students are high and that all teachers on the team are doing everything they can to guarantee students meet those expectations.• Monitor every team's common assessments to see those high expectations.• Don't allow teachers to let students take a zero on an assignment. Teachers who have high expectations will make sure that students not only do the work assigned but also do it at the expected level. Instead, students should work during an intervention block of time (or study hall or some other structured time) to make sure students complete their work. |
| Your Plan: | |
| Capacity for Reflection | <ul style="list-style-type: none">• Give teachers experiences and opportunities to reflect on their practices by involving them in various activities as well as reflection exercises.• Facilitate peer observations.• Have teachers videotape themselves teaching.• Ask teachers to shadow a student.• Help teachers reflect by answering structured questions. |
| Your Plan: | |