

**Title:**

Creating and Implementing a Whole School "Rigor" Professional Development Module Collection to Improve Instruction and Student Outcomes

**Content Area:**

English Language Arts/Reading

**Grade Level:**

Grades 9-12

### Objective Statement

**Describe the overall objective, identifying the specific outcome that will be achieved by the end of the interval of service. The objective statement should be specific enough to clarify the focus of the Special Assignment Objective.**

My overall objective is to create a whole-school professional development collection of modules focused on rigor. The collection will include a variety of modules focused on topics/strategies to increase rigor in all classrooms ensuring students are the ones doing the cognitive lift. I will present the collection of modules in various formats, including whole group, department planning time, after-school sessions, and virtual evening sessions. The sequence of topics will be determined by the Principal and his teaching and learning team. My special assignment objective aligns with the Teacher on Special Assignment rubric. The outcome will be improved classroom instruction to positively impact student outcomes.

### Rationale

**Describe the (date-driven) explanation for the focus of the Special Assignment Objective and indicate if it is aligned with a school or district priority.**

The focus for the Special Assignment Objective aligns with the [redacted] schoolwide priority: increasing rigor in all classroom instruction by having students do the cognitive lift. I will use my extensive knowledge of teaching and learning to meet the needs of the teachers at [redacted] by using a defined structure and protocols with clear outcomes for the professional development sessions. I plan to collect feedback from teachers following each session and support all teachers in implementing strategies that increase rigor and allow students to do the cognitive lift. In addition, I plan to write reflections about the facilitation and support I provide for teachers between professional development sessions to ensure that I capture specific practices that I may address differently in the future.

## Target(s)

**Describe what you expect to achieve at the end of the interval of service. If baseline data/information suggests meaningful differences, targets could be tiered to be both rigorous and attainable.**

Current data suggests there are some teachers facilitating learning to ensure students are doing the cognitive lift. The optimal environment would be 100% of classroom teachers cultivating an environment where students are actively engaged in critical thinking at deep levels. Therefore, my goal for this school year is a tiered target: to have at least 65% of teachers facilitating rigorous instruction by the end of academic quarter 2 and 75% of teachers facilitating rigorous instruction by the end of quarter 4. The tool to measure these outcomes will be [redacted] rigor indicators learning walk tool.

## Rationale for Target(s)

**Explain how the target(s) was determined including data source(s) and why the target(s) is appropriate, rigorous and attainable.**

The rationale for the target evolved from [redacted] initial rigor work, observations, and first district learning walk using a tool that reflected five rigor indicators. It was evident that there were some solid beginnings across twelve classrooms and that there was much work to do. Therefore, the administration decided that the learning walk tool would be revised to show more specificity under each rigor indicator. The tiered target (65%/80%) is appropriate, rigorous, and attainable because of the intense professional development, strong administration, coaching, job-embedded support, and learning walks that will take place. Also, a recent data snapshot indicated that 42% of teachers in the twelve classrooms visited were already giving students time to think. In addition, in 42% of the twelve classrooms across content areas, students used a collaborative tool to engage in peer discussion or create a final product.