**Deeper Learning Implementation through the Teaching for Transformation Model**

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| **YEAR 0** | **Exploring Teaching for Transformation** | **Goal: Gather all available information to make an informed decision****Administrators:*** Conversations with CACE TfT personal
* Opportunities to attend TfT training days at TfT schools
* Assessing school needs
* Building consensus among admin team (and other schools?)
* Talking to other TfT school leaders
* Attending a TfT site seminar - observe TfT in action (**bring teachers)**
* Begin to identify needed resources and structures
* Connecting TfT to your promise statements – mission and vision
* Engaging your School Board and/or education committee
* Establish schedule for the year 1 modules (see below)
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| **YEAR 1****YEAR 2** | **Setting the Stage: Inviting and Nurturing****Early Adopting Cohort** | **Goals: Culture of Growth mindset, collaboration and growth****Continue to identify resources and structures****Staff engagement with the ideas of TfT****Building internal capacity to lead change*** School leadership team receive **coaching** to deliver 8 modules that focus on the why, how, and what of TfT **for all staff**
* Build relationship with CACE TfT School Designer
* Continue to identify resources and establish structures
* Full day pro-d externally led **for all staff** (Dec – Feb window)
* Continue to engage the Board and/or Education Committee
* Identify early adopters
* Establish PD Calendar for the Early Adopter Year
* Leadership attend annual TfT coaching intensive

**Goals: Nuture culture of growth mindset, collaboration, and growth****Begin to implement TfT Core practices and develop skill set****Develop internal expertise – implementation and leading*** 25-30% of staff participate in an early adopter cohort implementation approach of TfT core practices
* Remaining staff engage in TfT by engaging the learning stories that are happening and ‘projects’ around personalizing TfT for your school
* Through-line modules for all staff
* Leadership coaching for school leadership team around leading change
* Planning for structures/support for following year’s full implementation
* Feedback from external ‘eyes’ on implementation – site visit
* Adjusting school calendar for full staff implementation (year 3)
* Engagement with TfT online resources/website
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| **YEAR 3** | **Full Staff Implementation** | **Goals: Expanding and deepening TfT core practices school wide****Internal leadership and TfT coaching capacity****Kind, specific, helpful feedback processes*** 100% staff implementation
* Reducing external leading while empowering internal leaders
* Using school based stories as exemplars
* Deepening connections with the TfT network of schools
* Site visits from external TfT ‘experts’ that leads to work plans for continuous deepening/strengthening (years 4 – 7)
* Habits of Learning modules – all staff
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| **Years 4,5,6,7…** | **Deepening and Strengthening** | **Goal: Strengthening TfT implementation** * school specific PD that reflect individual school needs/work plans
* active engagement with TfT network and online resources
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