**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) |
| **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 |
| **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 |
| **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 |