

The CIERA School Change Framework

**Improving early reading
achievement through school-based
collaboration and choice.**



Master Plan

Master Plan
For School
Reading
Improvement
Program

Required Elements

1. Readiness to change (diagnostic instrument); 75% must agree to participate in this effort
2. Cross grade and cross role collaboration
3. Seeing every child as everyone's responsibility
4. External facilitator (co-funded by CIERA and school) for a minimum of 8 hours per week.
5. Building a leadership team
6. Nine-month professional development/school change effort for minimum of 2 years
 - ◆ Large group meetings - 2-4 hours/month
 - ◆ Small group activities - 1-2 hours/week
7. School-wide plan for involving parents as partners.

Master Plan

School
Change
Processes

Essential Elements for Teachers

Goals, Activities, Resources, Assessing Progress

1. Collegiality and collaboration
2. Shared purpose
3. Continuous improvement
4. Structure to change process
5. Collective focus on student learning

Master Plan

School
Change
Processes

Essential Elements for Teachers

Goals, Activities, Resources, Assessing Progress

Essential Elements for School Leaders

Goals, Activities, Resources, Assessing Progress

Readiness
Ongoing

1. Understanding the process
2. Trust and rapport building
3. School-wide diagnosis & planning
4. Dealing with the process
5. Resource utilization
6. Managing the work
7. Building the capacity to continue

Master Plan

Professional
Development

Essential Elements

- ◆ School-wide
- ◆ Context specific
- ◆ Long-term
- ◆ Adequate support
- ◆ Extends into the classroom
- ◆ Supportive leadership
- ◆ Research-based content
- ◆ Focused goals
- ◆ Context-goal linkage

Master Plan

Professional
Development

Essential Elements

Large Group Activities

- ◆ Inspirational sessions
- ◆ Conference model (reports from small groups, study groups)
- ◆ Direct instruction
- ◆ Cross grade dialogue
- ◆ Group decision making

Master Plan

Professional
Development

Essential Elements

Large Group Activities

Small Group Activities

- ◆ Viewing video clips of good practice
- ◆ Study groups
- ◆ Sharing videos/video clubs
- ◆ Problem solving
- ◆ Vertical teams
- ◆ Grade level teams
- ◆ Cross role teams

Master Plan

School
Reading
P

Essential Elements

Presentations, Readings, References, Activities

1. Continua of learning
(Benchmarks)
2. Systematic assessment
3. Models for restructuring
4. Structures for collaboration
5. Time for reading instruction
6. Reallocation of resources
(Personnel, budget)
7. Consistency across school
8. Leadership capacity
11. Interventions
12. Professional development plan
13. Connections-home/community
14. Connections-Pre-K program

Video Clips

Master Plan

Effective Classroom Reading Instruction (K-3)

Effective Instructional Practices

Presentations, Readings, References, Activities, Video Clips.

- ◆ Instructional balance (time on various activities)
- ◆ Modeling/coaching/scaffolding
- ◆ Encouragement of self-regulation
- ◆ Awareness of purpose
- ◆ Ensuring success
- ◆ Authentic, engaging tasks

Master Plan

Effective Classroom Reading Instruction (K-3)

Effective Instruction

Presentations, Readings, References, Activities, Video Clips.

Effective Classroom Organization

Presentations, Readings, References, Activities, Video Clips.

Culturally Responsive Instruction

Presentations, Readings, References, Activities, Video Clips.

Effective Teacher Practice

Presentations, Readings, References, Activities, Video Clips.

Effective Use of Instructional Time

Effective Home-School Partnerships

- ◆ Classroom management
- ◆ Engagement/Time on Task
- ◆ Classroom climate
- ◆ Grouping
- ◆ Independent work

Effective Classroom Reading Instruction (K-3)

- ◆ High expectations
- ◆ Caring about individuals
- ◆ Connections to students' communities
- ◆ Classroom collaboration/community of learners
- ◆ Extending students' thinking
- ◆ Scaffolding for success

Culturally Responsive Teaching

Presentations, Readings, References, Activities, Video Clips.

Effective Teaching of Reading

Presentations, Readings, References, Activities, Video Clips.

Effective Use of Books And Materials

Effective Home Links

Master

Effective Classroom Reading Instruction (K-3)

- ◆ Emergent literacy
- ◆ Word rec. accuracy & fluency
- ◆ Comprehension
- ◆ Oral language
- ◆ Writing/spelling
- ◆ Motivation
- ◆ Skills in context vs. isolation
- ◆ Classroom assessment

Effective Teaching of Reading

Presentations, Readings, References, Activities, Video Clips.

Effective Use of Books And Materials

Effective Home Links

Master Plan

Early
Reading
Interventions

Essential Elements

Presentations, Readings, References, Activities

Selecting 1 or more interventions

- ◆ Reading recovery
- ◆ Early Steps
- ◆ Book Buddies
- ◆ EIR
- ◆ Right Start
- ◆ Other (guidelines for selection)

Master Plan

Home
School
Community
Connections

Essential Elements

Presentations, Readings, References, Activities

Involving Parents & Community as Partners

- ◆ Parenting
- ◆ Communicating
- ◆ Volunteering
- ◆ Learning at Home
- ◆ Decision Making
- ◆ Community Collaboration
- ◆ (From Epstein et al)