

DRAFT

EXCEL P.A.I.S.D. Teacher Communication Initiative

Mission Statement

The EXCEL PAISD Teacher Communication Initiative has set fourth the mission of monitoring and enhancing teacher performance through the efforts of a core team of Teacher Leaders who assist their colleagues in consistently and effectively implementing EXCEL components district wide, to improve student achievement.

Purpose of Teacher Leader Groups

- I. Teacher Leaders will model EXCEL components for teachers district wide.
- II. Teacher Leaders will assist teachers in acquiring the desired skills for implementation to be effective.
- III. Teacher Leaders will network to resolve teacher problems and gain instructional information to benefit students on each campus.

Desired Outcomes of Teacher Leader Groups

- I. All teachers will become more proficient in servicing students in the district.
- II. Teachers will be better informed to comply with initiatives mandated by the district.
- III. Teacher Leaders will work in cooperation with Principals to create and develop the desired team dynamic to attain exemplary student achievement.

Summary of Teacher Communication Initiative

The EXCEL Teacher Implementation Initiative is a coalition of teachers comprised of approximately 15 energetic, enthusiastic, proficient, and creative educators who are willing and capable of modeling elements of the comprehensive initiative for other educators. Teacher Leaders will identify concerns teachers have and work to alleviate those concerns before they interfere with EXCEL PAISD implementation. Teacher Leaders will also be able to monitor faculty attitude and motivation in order to adjust learning community interaction to alleviate undue district challenges.

Teacher prerequisites:

Principal recommendation preferred
Excellent rapport with campus faculty

Components of Teacher Communication Initiative

- * Literacy
- * Numeracy
- *Authentic Assessments
- *District-Wide Monitoring
- *Professional Development
- *Parental and Community Support

Teacher Literacy Modeling

Teachers will model:

- Warm-up activities** in the content area
- Instructional flow design**
- Proper **portfolio compilation**
- Plans for reading 25 plus books** a year across the curriculum
- Research paper and **project stages of development**
- Appropriate **questioning strategies**
- Teaching the higher order and **critical thinking skills**
- Differentiated instructional strategies** for teaching
- Enhancing instruction with the use of **technology**
- Literacy strategies in all content areas
- Proper writing technique and skills

Teacher Numeracy Modeling

Teachers will model:

- Warm-up activities** in the content area
- Instructional flow design**
- Proper **portfolio compilation**
- Appropriate **questioning strategies**
- Teaching the higher order and **critical thinking skills**
- Multiple instructional strategies** for teaching
- Differentiated instructional strategies** for teaching
- Enhancing instruction with the use of **technology**
- Literacy strategy usage in problem solving

Teacher Science Requirements Modeling

Teachers will model:

- Instructional flow design**
- Proper **portfolio compilation**
- Appropriate **questioning strategies**
- Teaching the higher order and **critical thinking skills**
- Multiple instructional strategies** for teaching
- Differentiated instructional strategies** for teaching
- Enhancing instruction with the use of **technology**
- Science **lab demonstrations/experiments**
- Science Fair/projects/exploration journals

Meetings: (4 to 6 week intervals)

Teachers will meet to share successes and concerns. The setting will be comfortable enough to allow for one on one communication, if necessary.

Teachers will share suggested approaches and research based instructional techniques.

Edusoft data will be brought in by teacher leaders and discussed as necessary to ensure that educational focus is on student skill deficits.

Teacher Leaders will be able to share skills from the district book study program to enhance their interactions with colleagues.

The Superintendent and Deputy Superintendent will be available to praise and encourage teacher leader efforts and empower them to ask questions of campus administration when clarity is needed.

Information gained in these meetings will facilitate more specific discussion in leadership meetings and draw attention to areas of non-compliance within the EXCEL Initiative.