

## Instruction in Lincoln Public Schools

What does great instruction look like and sound like in Lincoln Public Schools? We believe that no matter what subject we teach, what age of students we teach or how long we have been teaching, we can all improve our practice. Research has shown that it is the teacher, above all else, that makes the difference for kids.

Lincoln Public Schools believes teachers deserve solid, researched-based models with which they can use to reflect on their teaching and the impact it has on their students. Based on this mission, LPS selected the **Charlotte Danielson** model for teacher appraisal. In addition, LPS is committed to providing professional development to teachers and administrators on additional resources and strategies in each domain. Thus, in 2013 LPS identified **Classroom Instruction that Works 2** to complement the Danielson model and provide more specific training on how the appraisal domains can look in a classroom. You will find countless overlaps and similarities between them, which allows key strategies to rise to the top (these rows are highlighted in light blue). In addition to both the Danielson and CITW2 models, LPS has offered **Explicit Instruction** training for summer 2015 & summer 2016 to provide another example of how these strategies can be applied.

Although this document highlights domains 1-3, domain 4 of the Danielson model addresses Professionalism, which includes Professional Learning Communities. The PLC process in LPS asks teachers to collaborate around four questions when making instructional decisions as a team:

- What do our students need to know, understand and be able to do?
- How will we know if students have learned it?
- What will we do if they experience difficulty learning it?
- What will we do if they already know it?

These questions are remarkably complex and should be the bases for conversations during PLC time that center around instructional strategies proven to work.

Domain 1: Planning and Preparation Charlotte Danielson	Classroom Instruction That Works McREL	Explicit Instruction Anita Archer	Questions/Examples	LPS Connections
1a: Demonstrating Knowledge of Content	Setting Objectives  Objectives are specific but not restrictive Share objectives w/ students and parents Where can both students and parents access your unit or lesson objectives?  Connect objectives to previous material Student personalize learning objectives	Sequence skills logically  Easier skills first High frequency skills first Break down complex skills Chunk information	What do I want all students to know, understand and be able to do at the end of this unit of study?  How do my students know what is expected of them for this lesson?	This is really the first step of the data teams process. PLC teams should look at content together to identify what information is most important and where most students have the most difficulty. Creating a curriculum map is helpful.  Curriculum Docushare folders  Curriculum Pages
1b: Demonstrating Knowledge of Students  ☐ Knowledge of development/special needs ☐ Knowledge of learning process ☐ Knowledge of student strengths ☐ Knowledge of student culture ☐ Makes accommodations	Teachers must use their knowledge of students to help everyone in their class personalize the learning objectives. All students should be able to articulate their connection to what they are learning based on their previous learning and skill level. Knowing the strengths of your learners allows you to set rigorous and realistic objectives.	Explicit Instruction is part of a series entitled, "What Works for Special-Needs Learners." Archer explains that instructional choices must be based on teachers deep understanding their students. She talks about the need to do almost continuous checks for understanding to fully realize the progression, strengths and needs of all.	Which students in my class have I found it difficult to build a relationship with and what will I try next?  What do I know about my students beyond the classroom? Sports, activities, hobbies?	CITW2 for ELL Cultural Proficiency Road Map Bilingual Liaisons Youth Development Team ELL programming LPS Spec. Ed. resources What are my high school students participating in this week?
1c: Setting instructional Outcomes  □ Outcomes represent core learning □ Clarity about what students will learn □ Identifies "big ideas" and "so what?" □ Objectives represent high expectations □ Cognitively challenging for all students □ Various ways to be successful in class	Setting Objectives  "Know, Understand, Be Able To"  Share objectives to students and parents  Connect objectives to previous material  Students personalize learning objectives  Ex: Ask students to look at objectives and think about how it connects to previous lessons.	Begin lesson with statement of goals  ☐ Begin by gaining student attention ☐ Tell what is to be learned and why ☐ Review prerequisite skills and knowledge before lesson begins	How do parents of my students know what their child is learning about?  What is the most important thing for students to understanding at the end of this lesson? How will I assess this?	Write out your lesson objectives as a PLC group and decide how you will have students personalize them. Many curricular areas have already provided the big ideas within the standards.  CITW2 Handbook: Objectives CITW2 Book: Objectives
1d: Knowledge of Resources     □ Correct use of materials and resources     □ Uses technology to enhance instruction     □ Text & activities matched to skill level     □ Range of school and community resources     □ Outside materials are aligned with curric.	CITW2 has a number of "companion" resources to allow teachers to use their knowledge of the strategies in combination wit other resources. CITW2 for ELL and CITW2 for technology are available to show how the strategies can be used to pull in outside resources based on the needs of students.	Anita Archer discusses an intentional selection of outside resources so that you may provide this list to students if/when you assign independent practice. It is also nice for parents to know what outside resources you recommend so that their students may learn to practice correctly.	What are the outside resources I frequently use to supplement district resources?  What do I need from my administrator, district, or community to make this lesson successful?	Library and Media Professional Develp. ebooks LPS foundation (Fund-A-Need) CLASS plan Atomic Learning Curriculum Pages Instructional tools approval Instruc. tools communication Google Apps for Ed. Training
1e: Designing Coherent Instruction  ☐ Activities are aligned with the objectives ☐ Intentional use of student groups ☐ Opportunity for student choice	Cooperative Learning    positive interdependence   individual accountability   Maximum of 4-5 students   Use consistently and systematically   Model/discuss expectations	Giving adequate direct instruction prior to group work will decrease failure rates and frustration. Teams must be required to maximize their own and each others learning. The more time students are in teacher-led groups verses seatwork, the more instruction they each receive.	How do will I start my lessons to get student attention and get them focused on the core ideas?  How will I maximize and measure "time on task" for my students?	CITW2 Handbook CITW2 Book
1f: Designing Student Assessments  Assessments match learning objectives Students know how they will be assessed Results guide future planning Variety of performance opportunities Assessments are authentic and relevant and focuses on what is most important	Assessments and feedback should tie back to the original learning objectives. When writing objectives students should be told in advance what they are expected to know, understand and be <b>able to do</b> as a result of your teaching.	Formative and summative assessments serve different purposes and thus, must be designed differently.	How will I use my formative assessment to make decisions about instruction?  Did my summative assessment match what I told students they would need to know, understand and be able to do?	Follow link & click "Assessment"  Eval & Assessment Presentations  Making the Most of Mult. Choice  Designing Great Hinge Questions

Domain 2: Classroom Environment Charlotte Danielson	Classroom Instruction That Works McREL	Explicit Instruction Anita Archer	Questions	LPS Connections/ Resources/Articles
2a: Creating Environment of Respect & Rapport:  Politeness and encouragement Respectful talk, & active listening Acknowledge student backgrounds Participation without fear of put downs Care about students beyond classroom	CITW2 provides a number of strategies to ensure that <b>student praise</b> does not feel shallow and contrived, but instead personal and well-deserved. In addition, CITW2 discusses strategies to help <b>cooperative learning</b> groups operate with respect. Above all else, the teacher must model and "preteach" the behaviors they desire most.	Antia Archer partners with <u>Safe &amp; Civil Schools</u> which "helps K-12 educators develop a school culture of safety, civility, and academic productivity rooted in the belief that all people are to be treated with dignity and respect.	How will I encourage students to take risks and make mistakes?  How do I model my expectations for respect?  How do I let my students know that I value their culture and story?	Classroom Culture Article  Relationships Matter folder  Cultural Proficiency in LPS
2b: Establishing a Culture for Learning  Belief in the value of what is being learned High expectations for all students Explanation and recognition of effort Display student work Students want to improve the quality of their own work and respectfully edit/correct the work of others Student questions indicate desire to learn	Reinforcing Effort & Providing Recognition  Show link btwn effort & achievement  Share effort stories with students  Explain what effort looks like  Students track effort & achievement  Promote a mastery-goal orientation  Praise is specific & aligned with objective  Use concrete symbols of recognition  CITW2 also references Carol Dweck's work on cultivating a "growth mindset" within your class. By helping students personalize objectives and set goals for their learning, students understand that everyone in the class is a work in progress.	Establish a culture that instructional time is important and must be optimized.  Show students that you have put effort into the lesson and are ready to teach Start lesson on time Model what being prepared looks like Materials should be arranged in advance when possible Use strategies that maximize time on task.	What effort story from your own life could you share with your class today?  How can I praise students in a way that shows I care about the process as much as the product?	CITW2 Handbook: Reinforcing Effort & Providing Recognition  CITW2 Book: Reinforcing Effort & Providing Recognition  Great growth mindset video  Dweck TED talk  www.mindsetkit.org
2c: Managing Classroom procedures:  Smooth transitions between activities Clear routines and procedures Management of student groups Clear directions, students know what to do Neither slow paced nor rushed	Setting objectives are as much for teachers as they are for students. Objectives serve to manage pacing and protect instructional time. There can be time for teachable-moments, but almost all instructional time is focused on a clear objective. Teacher should reference objective multiple times during a lesson to bring class back to their original focus.  Cooperative Learning also goes here	Design organized and focused lessons  ☐ Protect time by staying on topic ☐ Well sequenced ☐ No irrelevant digressions ☐ Deliver the lesson at a brisk pace ☐ Increases on-task behavior ☐ "Avoid the void" ☐ List of situation requiring a routine/procedure (pg. 122)	How will I go over your classroom procedures at the start of the year?  What are some procedures I know students still need help with?  What does it look like to ask for a pass, use the restroom, get materials, get into group etc. in my classroom and when will I teach these?	PBiS and quality tier 1 supports are critical to minimize the need for additional tier 2/3 supports.  Quality instruction is a key foundation of any tier 1 planning.  LPS PBiS PBiS resources in Docushare  Getting student attention  Transitions
2d: Managing Student Behavior  Expectations are posted and enforced  Behavior is taught and monitored  Teacher redirection is effective  Preventative actions by teacher  Proximity and other strategies used  Reinforcement of positive behavior	CITW2 does not specifically address student behavior. The instructional strategies are supported by research as the best way to engage students and thus, decrease management issues. Quality instruction that is challenging and engaging is the first tier of support in PBiS or any student expectation system.	Anticipate and pre-correct  Demonstrate what you expect Model the desired behavior "if you expect it, pre-correct it" "if you don't demonstrate it, you will end up demonstrating it 100 times" "looks like" and "sounds like" charts	What positive behaviors do I want to recognize my students for?  Do I use more positives or correctives in my class? How do I know?	LPS PBiS PBiS resources in Docushare Encouraging approp. behavior Discouraging inapprop. behavior B.I.S.T.
2e: Organizing Physical Space:  Pleasant, inviting Safe environment Accessibility for all students Furniture suitable for the learning activities	Cooperative learning should be used each lesson each day and can be helped or hindered by the physical arrangement of the classroom. Cooperative learning does not need to be an extensive project or lab, and may be partners, triads or groups up to 5. Classroom should lend itself to both cooperative learning and discussions without a loss of instructional time.	Organize for instruction  Designate areas for specific activities Teacher in close proximity to students Be intentional with seating chart All chairs must face instruction Can move quickly around room	Is my classroom equitable for all students? Do all students have equal access to instruction? What planning went into my arrangement and seating chart?	

Domain 3: Instruction Charlotte Danielson	Classroom Instruction That Works McREL	Explicit Instruction Anita Archer	Questions	LPS Connections
3a: Communicating with Students:  □ Clarity of lesson purpose □ Direct instruction/notes are easy to follow □ Clear directions and procedures □ Absence of verbal/written errors □ Information given in variety of ways (visual, spoken, etc) □ If asked, students can explain objective	Allow students to personalize the objective and explain why they are learning this material. Reference objective multiple times to bring class back to their original focus.  Advance Organizers (before the learning)  Use skimming as an advance organizer Use graphic advance organizers  Summarizing and Note Taking  Use summary frames/sentence stems Provide teacher prepared notes Engage students in reciprocal teaching	Focus on critical content  ☐ Focus instruction on critical skills, strategies, vocabulary, concepts and rules that make the most difference.  Use clear and concise language  ☐ Terms should be consistent, unambiguous and depend on students vocabulary	In what areas of the lesson was I most/least clear about my expectations for learning?  What vocabulary will all students need to be successful in this lesson?	CITW2 Handbook: Summarizing and Notetaking  CITW2 Book: Summarizing and Notetaking
3b: Questioning and discussion techniques  Questions at multiple levels of difficulty  Focus on student thought process  All student have chance to participate  Students generate their own questions  Not dominated by a few students	□ Teach a variety of note-taking formats  Cues & Questions □ Focus on what is important □ Use explicit cues □ Ask inferential & analytic questions □ Come up with questions in advance □ Ask follow-up questions, ask "why"	☐ ALL students respond frequently ☐ Responses can be oral, written, action ☐ Use choral responses & elbow partners ☐ Avoid calling on students individually ☐ Wait-time depends on level of questions	What techniques did I use to make sure all students had opportunities to respond? What questions will I ask tomorrow to deepen their level of understanding?	Make Your Questions Essential  5 Strategies: Questioning w/ Intention  CITW2 Handbook: Cues & Quest. CITW2 Book: Cues & Quest.
3c: Engaging Students  ☐ Uses variety of instructional techniques ☐ Students can demonstrate learning ☐ Students working harder than teacher ☐ Opening to grab attention, ☐ Time for closure to process learning ☐ Activities deepen student understanding and do not seem to "fill time." ☐ Students who already know content can expand and deepen their knowledge	Advance Organizers (before the learning)  Use skimming as an advance organizer Use graphic advance organizers Narrative and expository  Non-linguistic Representations Graphic organizers, models, illustrations Kinesthetic movement  Identify similarities and differences Compare/classify/metaphors/analogies  Generating and Testing Hypothesis Ask student what would happen if	Help students organize knowledge  □ Engage students in making connections within and between concepts  □ Help facilitate new understanding by connecting it to previous learning  Provide examples and non-examples  □ Present limitations of certain strategies  □ students develop lists of examples and non-examples	How will I measure the level of engagement during a given lesson?  Which students in my class do I find it hardest to engage in the lesson? What are some of the strategies I have tried with this student?  When will I build time in my lesson for students to reflect on my teaching thus far?	CITW2 Handbook by strategy CITW2 Book by strategy Adaptive Schools strategy cards
3d: Using Assessment in instruction  ☐ Frequent checks for understanding ☐ Students given quick and specific feedback of their learning ☐ Circulates to monitor responses ☐ Students can assess their own progress and know the criteria for proficiency ☐ Uses formative checks to guide lesson. ☐ Students see examples of quality work	Provide Feedback  □ what is correct & what to do next □ timely & criterion referenced □ Students participate in feedback process  Homework and Practice □ Communicate purpose of practice □ Practice is short & focused □ Practices is distributed over time □ Provide specific feedback on practice that is directly connected to the objective for the lesson.	Feedback: immediate, affirmative, corrective  ☐ Follow up on student responses quickly ☐ Prevent students practicing incorrectly ☐ End each correction by having student repeat the correct answer and why  "I do it, we do it, you do it." ☐ Gradually increase difficulty & autonomy  Provide distributed and cumulative practice ☐ Provide multiple opportunities for practice while folding in new material	When will I have students evaluate their own work and	If is how teachers design assessments. 3d is how teachers and students use the results. As an example, 1f is about how PLC teams plan out their assessments in advance, where 3d is more about how teams use the data to discuss their plans for instruction.  Form. Assessment: Stiagins/DeFour Assess. Through Student's Eyes My Favorite No:
3e: Flexibility and responsiveness    Teacher can reflect on lesson   Uses colleagues for assistance and ideas   Use of "teachable moments"   Adjustments based on student cues	Teachers decide which strategies, when to use them and how much to use them. Objectives, feedback, recognition, effort and cooperative learning should be used every day, with the other strategies being folded in	"Walk around, look around, talk around"  Watch and listen to verify student mastery  Make timely adjustment on the fly  Also allows for better feedback  Address common mistakes quickly	What is one change that will make a big difference when I teach this again next year? Where and how will I document this change?	When a Lesson Goes Wrong