



Making Connections

From Mastery Mindset to Professional Learning Communities (PLC's) to Grades

As highly qualified educational professionals at Union Park School, we strongly believe in our obligation to not only teach content and skills, but more importantly, to ensure that students *learn* and *master* the standards. We will accomplish this by reteaching, reassessing, and utilizing multiple and tiered instructional approaches to support standard mastery and growth.

In order to successfully accomplish this, our administrators must:

- Create agreed upon, school-wide processes
- Provide Professional Development (PD) & Learning
 - [Fair Isn't Always Equal](#), Rick Wormeli (book study or video series)
 - [Teacher Clarity](#) Classes
 - Attend conferences and/or invite experts from [Solution Tree](#) regarding Professional Learning Communities & the Process
 - [Multi-Tiered Systems of Support](#) (MTSS) or Response to Intervention
 - High Yield Instructional Strategies
 - Grading & Reporting
- Create Built-in MTSS time for each content area in the [Master Schedule](#)
- Create common prep periods in the Master Schedule for grade level and specials teachers
- [Protect and ensure](#) ongoing opportunities for grade level teams and Multi-School Collaborative Team (MSCT) to work collaboratively.
 - One Full Day of collaboration in July (preservice day)
 - One Full Release Day in Q1
 - One Full Release Day in Q2
 - One Full Release Day in Q3
 - Three paid collaborative days after contracts in May
 - Work closely with MSCT Schools (currently Terramar, Inspiration Mt., Norterra Canyon, & Canyon Springs) to create a mutually agreed upon schedule for each early release Friday
- [Attend](#), [contribute](#), and be an active participant in Collaborative Work Teams
 - This [helps administration know](#), understand, and fully grasp the standards and work involved within each content area
- Reflect the importance of this work in [teacher observations](#)
 - Standard 1- Professional Knowledge
 - Standard 2- Instructional Planning
 - Standard 3- Instructional Delivery
 - Standard 4- Assessment of and for Learning
 - Standard 5- Learning Environment
 - Standard 6- Professionalism
 - Standard 7- Student Progress



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- Attend PD (not presented by admin) to learn and adjust with teachers
- Be visible and talk with students and teachers consistently about what is working and what needs refining throughout the year
- [Communicate with Families](#) regularly regarding steps for implementation, and the why/how
- Ask for input from all stakeholders

In order to successfully accomplish this, our teachers must:

- [Work Collaboratively](#) within their grade level or MSCT
 - Create [Collective Commitments](#) and follow them
 - [Discuss student data](#), instructional strategies that worked and did not work to positively impact student [learning and mastery](#)
 - Here's What
 - So What
 - Now What
 - [Unwrap State Essential Standards](#) by [Noun and Verb](#)
 - Identify the [Depth of Knowledge](#) the Essential Standard addresses (and use to build rubric)
 - Identify essential **knowledge and concepts** (What do students need to know and understand?)
 - Identify essential **skills** (What do students need to be able to do?)
 - Identify essential **vocabulary** (What do students need to comprehend?)
 - Identify **learning progressions** (pathway of skill development to standard mastery)
 - Identify **Learning Intentions** for each Learning Progression (I am learning...)
 - Identify **Success Criteria** (I will know I have learned this when...or I can...)
 - Create an [analytic rubric](#) for the Standard: Agree upon and [create evidence of student mastery](#) (How will we know when students have mastered the standard or concept and at what level?)
 - Create a **common** [summative assessment](#)
 - Create **common formative assessments**
 - Create [holistic rubrics](#) for skills and practice
 - [Sample portion of 5th Grade ELA Lesson](#)
 - [Full Lesson](#)
 - [Unpacked Standards](#) by grade level and MSCT's



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- [Align and set-up gradebook](#) to reflect collaborative planning with grade level or MSCT team
 - Learning Progressions
 - Standards & Assessments
- Work with students to create and actively update individual [data binders](#) to reflect
 - Goals for the year and [each learning cycle](#)
 - [Class and personal mission](#)
 - Learning Progression & Standards Mastery
 - Graph the data and progress
- Attend PD sessions on PLC, Grading & Reporting, High Yield Instructional Strategies, MTSS, and Grading Mindset for continued learning
- Learn from student data, reflect, and be willing to share or change practices
- Communicate with parents
 - [Syllabus](#) (shell that all UP teachers utilize to make their own)
 - [Grade Level Handbook](#) (shell that all UP grade levels utilize to make their own)
 - Weekly Newsletters or Peek of the Week

In order to successfully accomplish this, our stakeholders must:

- Be a positive partner in the educational activities, accomplishments, and learning of our Toros
- Work together with the school to understand that education is an ever-evolving industry (just like the medical industry, car industry, and all surviving industries). Without innovation, the industry fails. *“You can’t allow tradition to get in the way of innovation. There’s a need to respect the past, but it’s a mistake to revere your past.”* —Bob Iger
 - Real World Example: As a professional, you receive a 90% on your overall performance review. That is it. That’s your report. Are you good with an “A-” or do you ask, “What skills or areas of expertise represent that 10% that I did not meet? How do I improve? What do I need to master to move my performance to a higher level and advance my career?” Would a rubric with specific expectations help you understand your performance better?
- Regularly read and be aware of information provided by teachers and administrators
 - Syllabi
 - Handbooks
 - Weekly Newsletters from teachers & Administrators
 - Emails, Marquee Messages, Text Messages, [Website Updates](#)
- Participate in Open Houses and view [Standards Videos](#) provided by teachers
- Attend [informational meetings](#)
- Ask questions directly to the teachers and administrators. Please avoid social media as a platform.
- Provide Respectful Feedback & Input, we are always looking for ways to improve our practices & follow the school [communication protocol](#)