

Get Going on Chapter 4: Measure Effectiveness of Individual and Collective Teacher Practices

- » Does your team prioritize analyzing data through the lens of professional learning and evaluating collective and individual instructional practices?

- » Has your team aligned data outcomes with SMART, team, or unit goals?

- » Are protocols, norms, and collective commitments in place to create a healthy data culture?

- » Does the team intentionally celebrate effective individual and collective instructional practices?

Getting Started?	Getting Better?
<p>Providing opportunities to practice data vulnerability is a great way to get started. Be sure to review norms and collective commitments to ensure healthy data discussions. If teachers have never shared their data before, then before a first data discussion, you may want to remove the personal element by starting with fake data with made-up names. Assign each team member to represent one of the fictional teachers and practice using the protocol provided. Reflect on where the team had strengths and vulnerabilities, and refine norms if necessary. Another option is to include real data but remove teacher names this first time, keeping in mind that teachers may need to get comfortable being uncomfortable in order to move on to real data aligned with real teachers.</p>	<p>If your team is already discussing data, not just to group students or adjust instruction but to gather evidence of professional effectiveness, then consider how you are using data as a tool to determine areas of professional growth. If the team or each teacher creates a professional SMART goal centered on improving instructional practices in literacy, then each data discussion also becomes an opportunity to support each teacher in attaining an individual or collective SMART goal. As the collaborative team members share data, their transparency of practice becomes more purposeful as their insights, guidance, support, or resources move them toward reaching their goals. Teams that are engaged in this level of goal-prioritized practice operate under the mantra, <i>No one learns alone.</i></p>