Figure 4.2: Targeted Support Planning Tool

Step 1: Assessing the Support Needed for Teachers and Teacher Teams

Using the provided descriptions, identify where teachers or teacher teams fall in the *reinforcement*, *refinement*, or *redirection* support categories. Choose specific strategies from the suggested actions to plan your next steps.

Type of Support	Purpose	Targeted Teachers and Teams	Actions to Consider
Reinforcement	Sustain, strengthen, and replicate best practices across the school.	Teachers and teacher teams who are meeting or exceeding expectations	☐ Share best practices. ☐ Facilitate peer coaching. ☐ Celebrate progress. ☐ Provide immediate, positive feedback.
Refinement	Provide feedback and coaching to increase instructional effectiveness.	Teachers and teacher teams who are showing partial or inconsistent progress toward expectations	☐ Discuss potential barriers to progress. ☐ Provide differentiated professional learning opportunities (recorded lessons, co-teaching, lesson studies, peer learning walks, and so on). ☐ Conduct frequent learning walks paired with constructive feedback that is specific, actionable, and focused on areas of improvement. ☐ Have coaching conversations focused on reflection through the use of open-ended questions and active listening.
Redirection	Reestablish expectations and provide direct intervention.	Teachers and teacher teams who are significantly struggling to meet expectations	☐ Conduct interviews to determine obstacles. ☐ Provide a one-on-one coaching support plan, including specific feedback. ☐ Create clear, actionable short-term goals. ☐ Emphasize expectations and the positive impact they will have.

Step 2: Planning Next Steps

Complete the chart to create a targeted support implementation plan for each teacher and teacher team you identify.

Teacher or Teacher Team Name	Reinforcement, Refinement, or Redirection	Specific Actions Planned	Person Responsible	Implementation Timeline	Monitoring, Reflection, and Adjustments