

Figure 7.2: PACE Framework for Patience Development

Phase 1: Professional Presence

Key Elements

- Establish a baseline understanding of current practice.
- Identify existing strengths and growth edges.
- Create a foundation for trust-based development.

Documentation Focus

- Current instructional patterns
 - Areas of proven effectiveness
 - Natural growth opportunities
 - Teachers' preferred learning approaches
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Phase 2: Authentic Engagement

Core Activities

- Develop shared understanding of growth goals.
- Create a safe space for experimentation.
- Build commitment to meaningful change.

Implementation Focus

- Strengths-based exploration
 - Natural questioning and concern
 - Existing expertise
 - Professional wisdom
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Phase 3: Controlled Implementation

Development Structure

- Begin with limited, focused trials.
- Create clear feedback loops.
- Maintain connection to established practice.
- Allow natural adaptation periods.

Progress Indicators

- Increased comfort with new approaches
- Growing professional confidence
- Natural integration attempts
- Teacher-initiated refinements

Phase 4: Expansion and Integration*Growth Progression*

- Systematic expansion of implementation
- Integration with existing practices
- Development of personal adaptations
- Progress toward sustainable change

Success Markers

- Natural incorporation of new practices
- Maintained instructional effectiveness
- Growing professional confidence
- Teacher ownership of changes

Strategic Check-In Points

- Weekly reflection conversations
- Focused observation feedback
- Adjustment opportunities
- Support of refinement

Ongoing Development

- Progress pattern recognition
- Growth opportunity identification
- Support of modification
- Implementation refinement