| **Developing Professional Capital**  | **Connecting Practice to Personalization** | **Reflecting and Sharing** | **Fostering Innovation** |
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| * **Student Empowerment**

Environments for personalized learning, transparent data (i.e., data notebooks, goal-setting), student-led conferences, self-paced learning, student-developed learning plans, planning for the acquisition of soft skills, etc.* **Real-World Application**

Internships, problem-based learning, project-based learning, STEM/STEAM initiatives, etc.* **Digital Natives**

Blended learning, flipped classrooms, BOYD, one-on-one initiatives, etc. | * **Planning and Preparation**

Demonstrating Knowledge of Content; Demonstrating Knowledge of Students; Selecting Instructional Outcomes Value, Sequence, and Alignment; Demonstrating Knowledge of Resources; Designing Coherent Instruction Learning Activities; Designing Student Assessment* **Classroom Environment**

Creating an Environment of Respect and Rapport; Establishing a Culture for Learning; Managing Classroom Procedures; Managing Student Behavior; Organizing Physical Space* **Instruction**

Communicating with Students; Using Questioning and Discussion Techniques; Engaging Students in Learning; Using Assessment in Instruction; Demonstrating Flexibility and Responsiveness * **Professional Responsibility**

Reflecting on Teaching Accuracy; Maintaining Accurate Records Student Completion of Assignments; Communicating with Families Information About the Instructional Program; Participating in a Professional; Growing and Developing Professionally Enhancement of Content; Knowledge and Pedagogical Skill; Demonstrating Professionalism | * **Self**

What knowledge and skill sets should I learn to be successful? (informational)How will changing my practice affect me? (personal)* **Task**

What do I need to ensure that I am making efficient use of my time? (management)* **Impact**

How is my change in practice affecting learners? How can I refine what I am doing to have more impact? (consequence)How can I relate what I am doing to what others are doing? (collaboration)What are some things I could do that would work even better? (refocusing) | * **Learning More** (Orientation)

Gathering and reading available information; Developing opinions* **Planning to Use** (Preparation)

Gathering the materials needed for implementation; Preparing to implement* **Making Changes** (Mechanical)

Focusing on day-to-day use* **Establishing Patterns** (Routine)

Stabilizing use* **Increasing Learner Outcomes** (Refinement)

Concentrating more focus and attention to implementation; Varying the implementation style with the hopes of better results* **Coordinating with Others** (Integration)

Collaborating with one another; Making implementation changes that are aimed at better results for students* **Seeking Effective Alternatives** (Renewal)

Exploring major changes; Replacing aspects of the innovation with something different; Considering changes with the students' needs at heart |