

kid·FRIENDLY *Communities of Practice* Leading Indicators

Theory of Action		
<p><i>If</i> teacher leaders engage in a process of collective learning through the kid·FRIENDLY Communities of Practice, <i>then</i> they will (1) increase their professional knowledge and skill and (2) develop classrooms that are models of personalized learning and innovative practice.</p>		
Leading Indicator Predictive, actionable, and specific Quick Win data	Short Term Outcomes Realistic and attainable outcome aligned to the long-term goal (e.g. Personalized Learning)	Methodology Method used to gather data
By Spring 2015, 50% of teacher leaders participating in the Communities of Practice will score a “3: Management” on Stages of Concern.	Increased percent of teacher leaders using innovative practices throughout the school year.	Teacher Leaders will complete the Stages of Concern survey in Fall 2014 and Spring 2015.
By Spring 2016, 75% of Teacher Leaders participating in Communities of Practice will score a “3: Mechanical Use” or “4a: Routine Use” on Levels of Use.	Increased percent of teacher leaders establishing personalized learning environments for students.	Cognitive Coaches will interview Teacher Leaders throughout the year to determine each individual’s behaviors toward establishing personalized learning environments.
By Spring 2016, 75% of Teacher Leaders participating in the Communities of Practice will score a “4: Consequence” or “5: Collaboration” on Stages of Concern.	Increased percent of teacher leaders using innovative practices throughout the school year.	Teacher Leaders will complete the Stages of Concern survey in Spring 2016.
By Spring 2017, 75% of Teacher Leaders participating in Communities of Practice will score a “4a: Routine Use” or “4b: Refinement” or “5: Integration” or “6: Renewal” on Levels of Use.	Increased percent of teacher leaders establishing personalized learning environments for students.	Cognitive Coaches will interview Teacher Leaders throughout the year to determine each individual’s behaviors toward establishing personalized learning environments.
By Spring 2017, 100% of teacher leaders participating in the communities of practice will score a “6: Refocusing” on Stages of Concern.	Increased percent of teacher leaders using innovative practices throughout the school year.	Teacher Leaders will complete the Stages of Concern survey in Spring 2017.
List the tools used to gather the evidence of the Quick Win		
<ul style="list-style-type: none"> • CBAM Survey: Stages of Concern (SoC) • CBAM Interview: Levels of Use (LoU) 		