

Capacity and Coaching Norms

- Support coherent curricular planning aligned to standards
- Inclusion of high quality and evidence based practices
- Consistent use of educational data to inform instruction specific to complex learning needs
- Use of diagnostic, formative and summative assessments
- Implementation of consistent, competent, and resilient building-wide systems
- High quality and consistent Professional Development
- Progress Monitoring and Fidelity of Implementation
- Least Restrictive Decision Making

Determination of Focus Areas

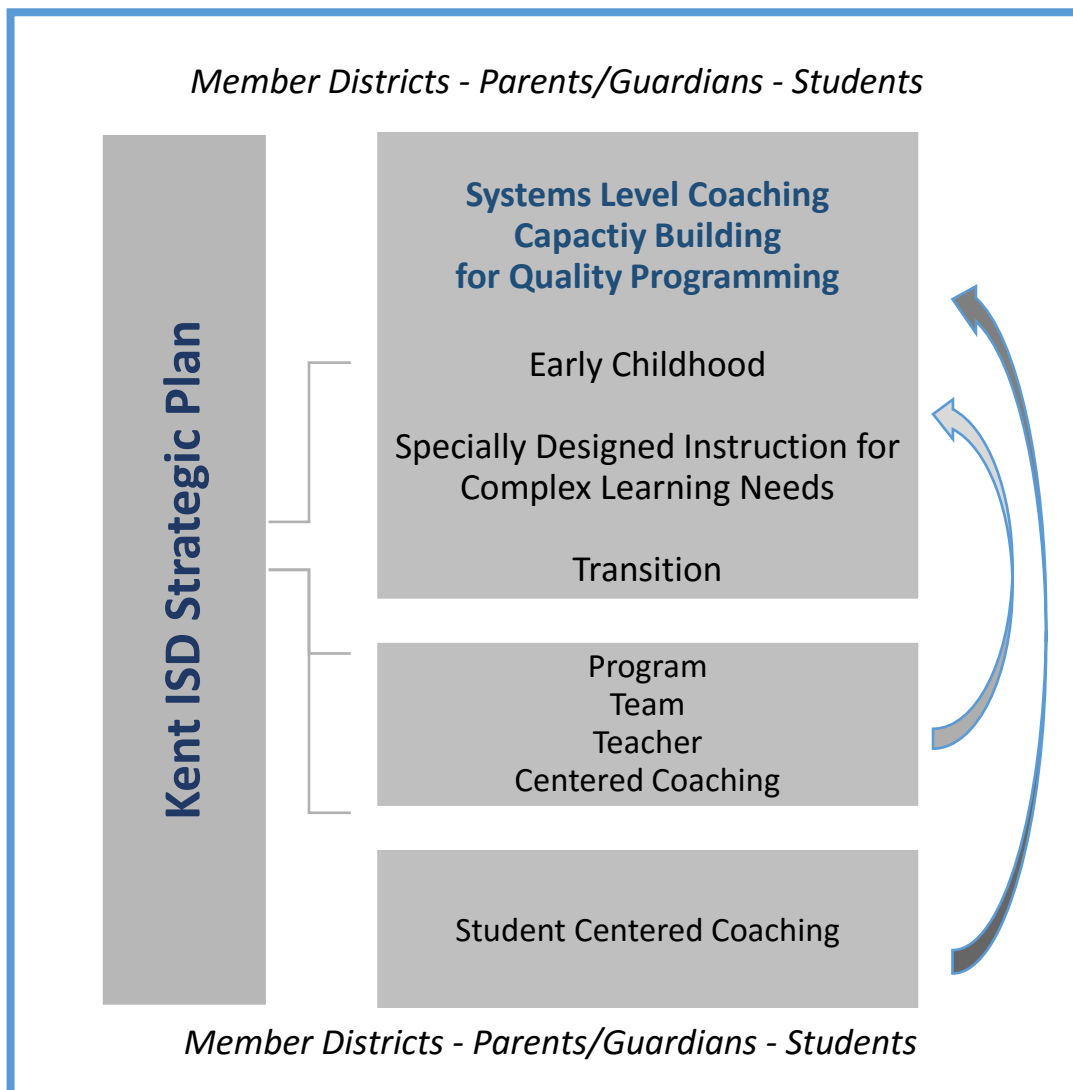
- District identification of needs
- Observation and data collection by district staff and Kent ISD coach(s)
- Prioritization of target areas and development of success criteria
- Define administrative and team supports needed to build capacity
- Development of district action plan with integrated coaching supports
- Agreement to collaborate

Implementation and Gradual Release

- Implementation of action plan with modeling and integrated coaching support
- Gradual Release of Responsibility to district team/department
- Ongoing observation, data collection, and progress monitoring to determine proficiency with identified success criteria
- District independence and fidelity of action plan

Evaluation and Reflection

- Development of district expansion plan and long term goals for continued capacity building
- Follow along support for collaboration around independent implementation of district action plan



Supporting the Action Planning and Capacity Building Process

Determination of Focus Areas

- District identification of needs
- Observation and data collection by district staff and Kent ISD coach(s)
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Discovery/Diagnose

1. How do the identified needs support overarching points for consideration?
 - a. What is the potential barrier, not including the student, which impacts the identified need? (administrative, environmental, instructional, personnel)
2. What specific data has been or needs to be collected by the district and Kent ISD coaching staff which supports the barrier?
3. Based on the data collection, what are the identified areas of priority?
 - a. Development of success criteria to support growth and progress of the identified needs.
4. What administrative supports, including the Director and principal, will support systems level improvement?
5. What individual or group of district staff and Kent ISD coaches will support the identified needs and systems level improvement?

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Design

1. Develop initial timeline for Kent ISD coaches to support identified need for growth and development.
2. Develop timeline for gradual release of responsibility to the district based on progress and collaboration with district team.
3. Develop an observation schedule, data collection tools, and review of district data and progress.
4. Schedule progress monitoring and data collection review meeting to support fidelity of action plan.

Evaluation and Reflection

- Development of district expansion plan and long term goals for continued capacity building
- Follow along support for collaboration around independent implementation of district action plan

Deliver

1. Work with Local Director and identified team to identify long term goals to support system level growth.
2. Develop timeline for collaboration and review to determine continued proficiency with success criteria.