

THE TULSA MODEL

Horizontal Alignment of the 4 Stages

	Stage 1	Stage 2 (Incorporates Stage 1)	Stage 3 (Incorporates Stages 1 and 2)
Professional Development	<ol style="list-style-type: none"> 1. Teacher participates in activities beyond the required District professional development days. 2. Teachers attend required District grade-level and content area meetings. 3. Teacher reads and discusses articles about learning and teaching. 4. Teachers develop their skills in collaboration by working together as a community. 5. Teachers collaborate with others to plan learning activities. 6. Teacher sets professional growth goals. 7. Content focuses on the preparation of educators to provide equitable learning opportunities for all students by holding high expectations for their academic achievement, creating safe, orderly and supportive learning environments, understanding and appreciating all students, and developing the knowledge and skills to involve families and other stakeholders appropriately. 8. Teachers attend professional development focused on all components of the standard district curriculum and its implementation. 	<ol style="list-style-type: none"> 1. Teachers establish an Individual Professional Development Plan. 2. Using appropriate student achievement data, schools align their Site Improvement Plan goals with those of the district. 3. Decisions to determine adult learning priorities, monitor progress, and help sustain continuous improvement are data driven and based on disaggregated student data. 4. Evaluation to guide improvement is based on multiple sources of data. 5. Instructional decisions are guided by research. 6. Training focuses on the development of quality teaching through: a deep knowledge of content, an understanding of research-based instructional strategies, and the appropriate use of various types of classroom assessments. 7. Teachers learn about and use Aligned Teaching Units™ (ATUs), TargetFundamentals™, and TargetStrategies™ to plan for and deliver instruction. 	<ol style="list-style-type: none"> 1. Continuous improvement is the established norm. 2. All employees are involved in coaching and study groups with the common goal to form learning communities to support student achievement.