



WISE Tool: Ways to Improve School Effectiveness

School Improvement Success Indicators

District Context and the Improvement Plan

Establishing a team structure with specific duties and time for instructional planning

- ID01 A team structure is officially incorporated into the school improvement plan and school governance policy.
- ID02 All teams have written statements of purpose and by-laws for their operation.
- ID03 All teams operate with work plans for the year and specific work products to produce.
- ID04 All teams prepare agendas for their meetings.
- ID05 All teams maintain official minutes of their meetings.
- ID06 The principal maintains a file of the agendas, work products, and minutes of all teams.
- ID07 A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other key professional staff meets regularly (twice a month or more for an hour each meeting).
- ID08 The Leadership Team serves as a conduit of communication to the faculty and staff.
- ID10 The school's Leadership Team regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.
- ID11 Teachers are organized into grade-level, grade-level cluster, or subject-area Instructional Teams.
- ID13 Instructional Teams meet for blocks of time (4 to 6 hour blocks, once a month; whole days before and after the school year) sufficient to develop and refine units of instruction and review student learning data.

District Context and the Improvement Plan

Focusing the principal's role on building leadership capacity, achieving learning goals, and improving instruction

- IE05 The principal participates actively with the school's teams.
- IE06 The principal keeps a focus on instructional improvement and student learning outcomes.
- IE07 The principal monitors curriculum and classroom instruction regularly.
- IE08 The principal spends at least 50% of his/her time working directly with teachers to improve instruction, including classroom observations.
- IE09 The principal challenges, supports and monitors the correction of unsound teaching practices.
- IE10 The principal celebrates individual, team, and school successes, especially related to student learning outcomes.
- IE13 The principal offers frequent opportunities for staff and parents to voice constructive critique of the school's progress and suggestions for improvement.

District Context and the Improvement Plan

Aligning classroom observations with evaluation criteria and professional development

- IF01 The principal compiles reports from classroom observations, showing aggregate areas of strength and areas that need improvement without revealing the identity of individual teachers.
- IF02 The Leadership Team reviews the principal's summary reports of classroom observations and takes them into account in planning professional development.
- IF03 Professional development for teachers includes observations by the principal related to indicators of effective teaching and classroom management.
- IF04 Professional development for teachers includes observations by peers related to indicators of effective teaching and classroom management.
- IF05 Professional development for teachers includes self-assessment related to indicators of effective teaching and classroom management.
- IF06 Teachers are required to make individual professional development plans based on classroom observations.
- IF07 Professional development of individual teachers includes an emphasis on indicators of effective teaching.
- IF08 Professional development for the whole faculty includes assessment of strengths and areas in need of improvement from classroom observations of indicators of effective teaching.
- IF10 The principal plans opportunities for teachers to share their strengths with other teachers.

Curriculum, Assessment, and Instructional Planning

Engaging teachers in aligning instruction with standards and benchmarks

- IIA01 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.
- IIA02 Units of instruction include standards-based objectives and criteria for mastery.

Curriculum, Assessment, and Instructional Planning

Engaging teachers in assessing and monitoring student mastery

- IIB01 Units of instruction include pre-/post-tests to assess student mastery of standards-based objectives.
- IIB02 Unit pre-tests and post-tests are administered to all students in the grade level and subject covered by the unit of instruction.
- IIB03 Unit pre-test and post-test results are reviewed by the Instructional Team.
- IIB04 Teachers individualize instruction based on pre-test results to provide support for some students and enhanced learning opportunities for others.
- IIB05 Teachers re-teach based on post-test results.

Curriculum, Assessment, and Instructional Planning

Engaging teachers in differentiating and aligning learning activities

- IIC01 Units of instruction include specific learning activities aligned to objectives.
- IIC03 Materials for standards-aligned learning activities are well organized, labeled, and stored for convenient use by teachers.

Curriculum, Assessment, and Instructional Planning

Assessing student learning frequently with standards based assessments

- IID02 The school tests each student at least 3 times each year to determine progress toward standards-based objectives.
- IID03 Teachers receive timely reports of results from standardized and objectives-based tests.
- IID06 Yearly learning goals are set for the school by the Leadership Team, utilizing student learning data.
- IID07 The Leadership Team monitors school-level student learning data.
- IID08 Instructional Teams use student learning data to assess strengths and weaknesses of the curriculum and instructional strategies.
- IID09 Instructional Teams use student learning data to plan instruction.
- IID10 Instructional Teams use student learning data to identify students in need of instructional support or enhancement.
- IID11 Instructional Teams review the results of unit pre-/post-tests to make decisions about the curriculum and instructional plans and to "red flag" students in need of intervention (both students in need of tutoring or extra help and students needing enhanced learning opportunities because of early mastery of objectives).

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Computer-Based Instruction

- IIIA35 Students are engaged and on task.
- IIIA40 All teachers assess student mastery in ways other than those provided by the computer program.

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Preparation

- III A01 All teachers are guided by a document that aligns standards, curriculum, instruction, and assessment.
- III A02 All teachers develop weekly lesson plans based on aligned units of instruction.
- III A05 All teachers maintain a record of each student's mastery of specific learning objectives.
- III A06 All teachers test frequently using a variety of evaluation methods and maintain a record of the results.
- III A07 All teachers differentiate assignments (individualize instruction) in response to individual student performance on pre-tests and other methods of assessment.

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Student-Directed Small-Group & Independent Work

- III A28 All teachers travel to all areas in which students are working.
- III A31 All teachers interact instructionally with students (explaining, checking, giving feedback).
- III A32 All teachers interact managerially with students (reinforcing rules, procedures).
- III A33 All teachers interact socially with students (noticing and attending to an ill student, asking about the weekend, inquiring about the family).

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Teacher-Directed Whole Class or Small Group Instruction - Introduction

- III A08 All teachers review the previous lesson.
- III A09 All teachers clearly state the lesson's topic, theme, and objectives.
- III A10 All teachers stimulate interest in the topics.
- III A11 All teachers use modeling, demonstration, and graphics.

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Teacher-Directed Whole Class or Small Group Instruction - Presentation

- III A13 All teachers explain directly and thoroughly.
- III A14 All teachers maintain eye contact.
- III A15 All teachers speak with expression and use a variety of vocal tones.
- III A16 All teachers use prompting/cueing.

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Teacher-Directed Whole Class or Small Group Instruction - Summary & Confirmation of Learning

- III A17 All teachers re-teach when necessary.
- III A18 All teachers review with drilling/class recitation.
- III A19 All teachers review with questioning.
- III A20 All teachers summarize key concepts.

Classroom Instruction

Expecting and monitoring sound instruction in a variety of modes
Teacher-Student Interaction

- IIIA21 All teachers re-teach following questioning.
- IIIA25 All teachers encourage students to paraphrase, summarize, and relate.
- IIIA26 All teachers encourage students to check their own comprehension.
- IIIA27 All teachers verbally praise students.

Classroom Instruction

Expecting and monitoring sound homework practices and communication with parents

- IIIB01 All teachers maintain a file of communication with parents.
- IIIB02 All teachers regularly assign homework (4 or more days a week).
- IIIB03 All teachers check, mark, and return homework.
- IIIB06 All teachers systematically report to parents the student's mastery of specific standards-based objectives.

Classroom Instruction

Expecting and monitoring sound classroom management

- IIIC01 When waiting for assistance from the teacher, students are occupied with curriculum-related activities provided by the teacher.
- IIIC04 Students raise hands or otherwise signal before speaking.
- IIIC05 All teachers use a variety of instructional modes.
- IIIC06 All teachers maintain well-organized student learning materials in the classroom.
- IIIC08 All teachers display classroom rules and procedures in the classroom.
- IIIC09 All teachers correct students who do not follow classroom rules and procedures.
- IIIC10 All teachers reinforce classroom rules and procedures by positively teaching them.