

## Creating an Outcome-Driven Plan

Strong plans that effectively close gaps and improve outcomes have the same elements. Use the following checklist as you create your own plan:

- Set goals, outcomes, and concrete measures.
- Determine and utilize the most effective resources to move adult practice and manage deliverables.
- Confront community on the current state of reading and reading culture.
- Invest all constituencies to take ownership in improving reading culture and outcomes.
- Plan for follow through and adult accountability, emphasizing teacher ownership.

## Set Goals, Outcomes and Concrete Measures

Goals must be realistic, timebound, and address the root-cause. When creating goals, consider the following:

- What are the key deliverables and outcomes you must improve upon?
- What will be your concrete measures of success?
- What benchmarks or indicators will you use along the way to assess progress?

## Determine and utilize the most effective resources to move adult practice and manage deliverables

For change to occur, it must start with the adults. Strong plans clearly outline what must change, and how those changes will occur. Consider the following:

- How must the adults change practice in order to improve reading culture?
- What resources will be most effective in supporting this change?
- How will you manage this change successfully?

## Confront the school community about the current state of Reading Culture

For plans to be effective you must get buy in from all constituencies, while also being direct about the issues at hand. Consider the following questions:

- How will you address and engage teachers?
- How will you create buy-in with all constituencies?
- How will you address and re-invest outliers?

## Follow-Up and Hold Adults Accountable

Follow up and accountability must be a part of the initial plan. Leaders should know and address each of the bullets above in their plan: Use the following questions to complete your plan:

- How will you making reading culture and reading outcomes a priority?
- What will teacher ownership and follow through look like?
- How will you as the leader follow up with teachers and hold them accountable to deliverables?
- How will you manage follow up and accountability throughout the process? (i.e. What should you do at week 1, week 2, week 3, etc)
- How will you celebrate success and growth?