

Using Your Schedule to Move Teacher Practice

The WHY

Your time must reflect your values and priorities; changing teacher practice has to be amongst your highest. It is the single most effective way to improve student outcomes and is why leaders must spend minimally 60% of their week focused on it.

The WHAT

We tend to have two to three instructional leaders (including the principal) for schools with four to five grades and approximately three to four sections per grade. Including scholar talent, this means there is a leader to classroom ratio of about 1:10. This is a luxurious model (it won't always be this way), but it means that leaders have ample bandwidth to change teacher practice when time is structured effectively. Improving teacher practice involves 5 key practices:

1. Improving classroom management and active listening
2. Improving teachers' capacity to effectively study and plan
3. Increasing teachers' expectations of what students are capable of
4. Studying student work as a reflection of adult practice
5. Using student work and data to plan for changes in teacher practice

The HOW

Align Your Time to Your Priorities

Allocate time based on these key practices. They need to comprise the bulk of your schedule. Specify the concrete ways you are trying to change teacher practice and allocate time accordingly. Tactics aligned to these priorities include:

- Planning Meetings
- Studying Scholar Work and Data (as a leader and with your team)
- Group Feedback
- T-School & Professional Development

Lead Your Own Grade Teams on These Fronts

Ensure teachers understand that these are your priorities, and this is how you're spending your time to improve schooling and scholar outcomes.

Assess Your Schedule

Check your allocation of time, confirming that 60% of your schedule is aligned to these priorities, being as strategic as possible based on outcomes and goals.

Schedule the Other 40%

The other 40% of your schedule must also be considered. Here is where you allocate time for weekly to dos, parent investment and meetings, leader think time, and build in flexibility. Planning for these within your schedule makes you more impactful as a leader.

View a sample SL schedule [here](https://dyzz9obi78pm5.cloudfront.net/app/image/id/5922f24a8e121c7829eaba93/n/moving-teacher-practice-sample-schedule.pdf) (https://dyzz9obi78pm5.cloudfront.net/app/image/id/5922f24a8e121c7829eaba93/n/moving-teacher-practice-sample-schedule.pdf).