

Pennsylvania Core Standards Implementation

(Adapted from Implementation: *The Missing Link Between Research and Practice*, Dean Fixsen)

District/Building Administration	Stages of Implementation	Educators
<p>There is a vision established to use the PA Core Standards to shift curriculum, instruction, and assessment to 21st century expectations and provide support to student achievement and Educator Effectiveness.</p> <p>Instructional leaders have assessed the capacity to implement the PA Core Standards.</p> <p>Instructional leaders have participated in PA Core Standards overview and Educator Effectiveness training.</p>	<p>EXPLORATION</p> <p>Information about the innovation is disseminated to increase awareness and build knowledge. Data is used to consider making changes to current practice.</p>	<p>Educators have little or no knowledge of the PA Core Standards.</p> <p>Some conversations have occurred in the school regarding the PA Core Standards.</p> <p>Educators have participated in PA Core Standards overview and Educator Effectiveness training.</p>
<p>Instructional leaders have committed to providing focused, long range, articulated professional development to ensure teachers are fully prepared for implementing PA Core Standards.</p> <p>Instructional leaders possess a deep understanding of the PA Core Standards for efficient and effective implementation.</p> <p>The roles and responsibilities for district administrators, building administrators and educators have been defined.</p> <p>The district implementation process has been established and includes a clear set of system-wide, strategic SMART goals.</p> <p>A communication plan has been written and shared with stakeholders.</p>	<p>INSTALLATION</p> <p>Begins with the decision to implement an innovation and ends when the innovation is used by administrators and educators.</p> <p>Planning and budgeting for the necessary time and resources are critical activities in this stage.</p>	<p>Educators have accessed PA Core Standards documents and resources on SAS for organizational structure and substance.</p> <p>Educators have attended professional development training focused on the instructional shifts, best practices and instructional strategies aligned to PA Core Standards.</p> <p>Educators have unpacked the standards to ensure deep understanding of content and performance expectations.</p> <p>Educators have examined instructional resources for alignment to the rigor and depth of the PA Core Standards.</p>
<p>Protocols have been established for a continuous cycle of curriculum, instruction and assessment development/revision.</p> <p>The impact of professional learning is evident in the design and alignment of dynamic PA Core Standards based curriculum, instruction and assessment appropriate for all learners.</p> <p>Instructional leaders provide support and supervision that is focused on the PA Core Standards and connected to Educator Effectiveness.</p>	<p>INITIAL IMPLEMENTATION</p> <p>Administrators and educators involved in the innovation must learn how to perform and relate to this new way of doing things.</p>	<p>Educators continuously evaluate curriculum, instruction, and assessment resources for systemic and aligned PA Core Standards implementation.</p> <p>Educators incorporate professional learning into planning, preparation, classroom environment, instruction and assessment.</p> <p>Educators establish and utilize protocols for professional learning communities focused on the implementation of the PA Core Standards</p>

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<p>Instructional leaders commit resources and support professional learning communities focused on the PA Core Standards and connected to Educator Effectiveness. Instructional leaders develop instructional capacity at all levels to effectively implement and sustain PA Core Standards and Educator Effectiveness.</p>		<p>and Educator Effectiveness. Educators develop high quality instructional units and lessons, formative, diagnostic and summative assessments aligned to PA Core Standards.</p>
<p>Instructional leaders provide continuous guidance, direction and professional learning opportunities to build systemic capacity focused on PA Core Standards and Educator Effectiveness. Instructional leaders engage in learning walks focused on PA Core Standards implementation. Instructional leaders establish benchmarks to monitor progress to support fidelity of PA Core Standards implementation. Instructional leaders assess the success/challenges of all learners and make necessary adjustments to support underperforming populations.</p>	<p>FULL IMPLEMENTATION Administrators and educators simultaneously perform new functions acceptably. The innovation is part of the school culture and conscious efforts are made to help new staff master the innovation.</p>	<p>Educators seek out learning opportunities for professional growth based on Educator Effectiveness data. Educators continuously evaluate curriculum, instruction, and assessment resources for systemic implementation. Educators continuously monitor student progress and provide differentiated instruction based on student data. Educators assess the success/challenges of all learners and make necessary adjustments to support underperforming populations. Educators will implement the PA Core Standards with fidelity.</p>
<p>Instructional leaders utilize a dynamic reflective system to monitor and evaluate PA Core Standards and Educator Effectiveness implementation and the connection to PDE initiatives. Instructional leaders examine all relevant data to determine effectiveness of school improvement efforts. Instructional leaders revise/rework implementation plan as results dictate. Instructional leaders will ensure PA Core Standards implementation is consistent and pervasive across the system.</p>	<p>INNOVATION/ SUSTAINABILITY Administrators and educators begin to work on how to improve the innovation itself. Data plays an important role in determining which innovations are effective, add value, and deserve support. Sustainability anticipates the next set of changes and continually maintains high-fidelity services, even in the midst of continual change.</p>	<p>Educators continuously reflect, update and refine their practices to improve effectiveness of instruction and student learning. Educators examine all relevant data to determine effectiveness of school improvement efforts. Educators revise curriculum, instruction and assessment as results dictate. Educators participate in shared leadership to ensure the implementation of PA Core Standards is consistent across classrooms.</p>