



Teacher Support and Assistance Program: Theory of Action

- ★ IF we build teachers' capacity and confidence with classroom management and community building → THEN classrooms will be physically, emotionally, and academically safe.
- ★ IF we provide meaningful professional development and targeted coaching → THEN teachers will feel supported and have the confidence to manage their instruction and students well.
- ★ IF we deepen our teachers' understanding of instruction and foster a sense of urgency → THEN classroom instruction will become more rigorous and engaging, improving student achievement.
- ★ IF we commit time and create a structure to think about instruction → THEN teachers will be self-reflective.
- ★ IF we encourage critical thinking and out-of-the-box solutions → THEN teachers will feel safe taking risks and trying out new skills.
- ★ IF we intentionally build trusting relationships with the teachers we serve → THEN we will have strong school communities where all teachers are valued and can be counted on.
- ★ IF we facilitate constructive conversations between administrators and teachers → THEN schools will be places where teachers work in collaboration with their principals.
- ★ IF we cultivate our own learning and growth → THEN teachers will be life-long learners.

Mission

- ★ Our mission is to provide support and assistance for veteran teachers and teachers new to the district to ensure that every child has access to a high quality education.

Vision

- ★ Teachers will enter into a process of self-reflection and learning that will enable them to build skills, confidence, and emotional resiliency with the support of a coach. Teachers will be able to provide students with classrooms that are emotionally, academically, and physically safe.
- ★ Teachers and principals will build trusting and open relationships where feedback can be given and received in a way that promotes learning and growth.
- ★ Barriers will be removed and trust will be built so that no one works in isolation.

Core Values

- ★ We believe that all teachers can be successful.
- ★ We recognize that our impact will be greater if we use a collaborative approach in our work to improve classrooms.
- ★ We believe teachers succeed when they receive non-judgmental support that allows for self-reflection and skill-building.
- ★ We build trusting relationships with both teachers and administrators in order to develop a community that promotes growth.
- ★ We commit to our own ongoing learning and self-reflection in order to better support the teachers we serve.