

Mr. Overhill

Most Important Strengths to capitalize on

- **Knows and has passion for subject matter**
- **Interest in Kairos retreat program**
- **Experience at the school and in teaching**
- **Tends to the administrative tasks (i.e. punctuality)**
- **Discipline is not an issue**



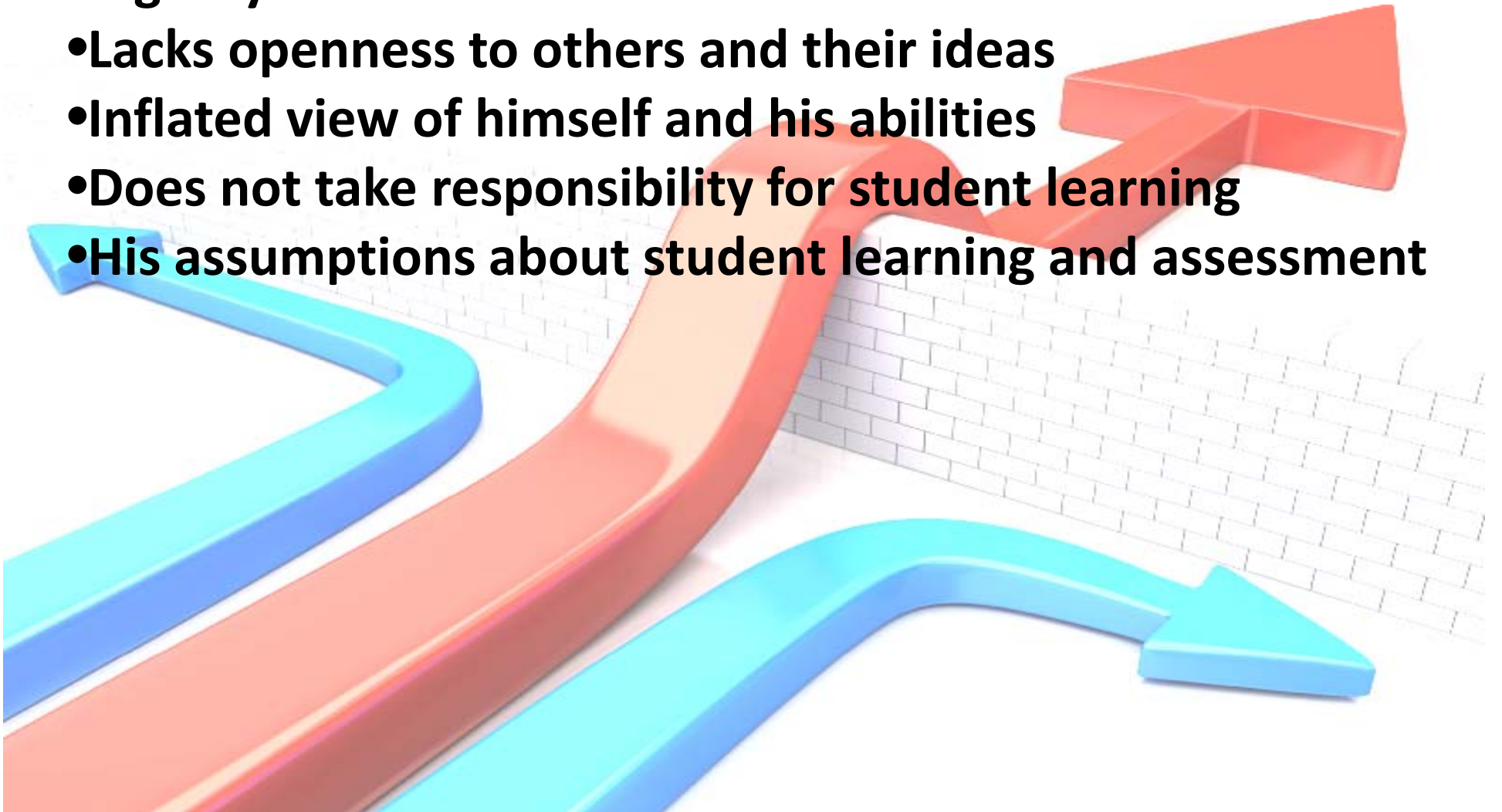
Key motivators/Incentives

- Acknowledge and respect his strengths
- Focused and reflective dialogue on mission, his teaching practices, his students' learning, etc.
- Facilitate him connecting Kairos values to his classroom practices
- Allies
- “Adapt or die” as last resort



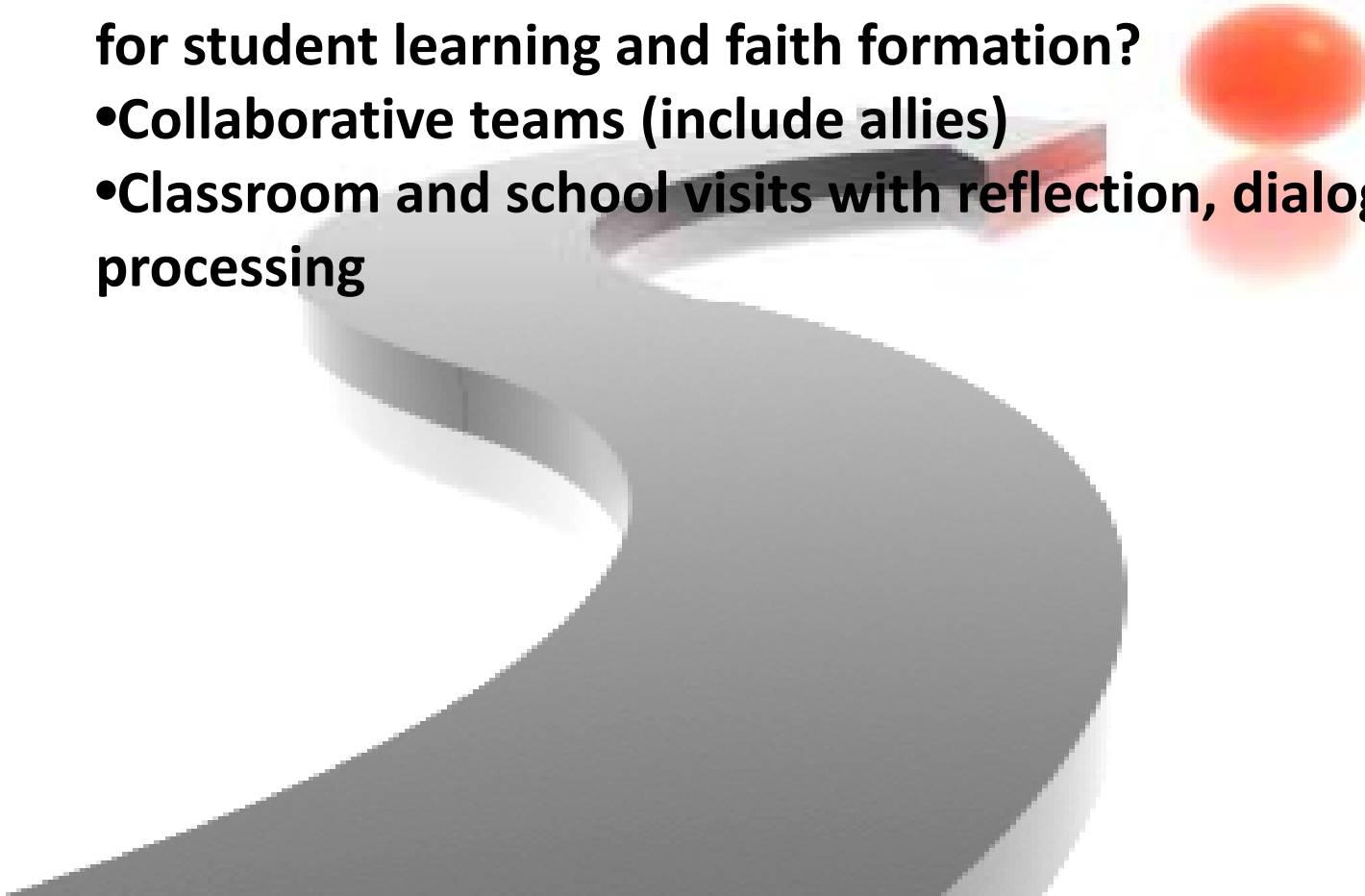
Biggest Obstacles

- **Rigidity**
- **Lacks openness to others and their ideas**
- **Inflated view of himself and his abilities**
- **Does not take responsibility for student learning**
- **His assumptions about student learning and assessment**



Feasible, powerful strategies likely to help this teacher build confidence and effectiveness

- Focus on student learning data
- Focus on the mission of the school – What is our ultimate goal for student learning and faith formation?
- Collaborative teams (include allies)
- Classroom and school visits with reflection, dialogue, and processing



Two Year Action Plan to work with Teacher

Conversation around observations and data gathered

Who? Mr. Overhill, Administration, Advocate

Outcome? Improvement Plan (focused on improving student achievement)

Timeline: Immediate

Improve Instructional Strategies

Who? Overhill, Allies

Outcome? To see a variety of student centered activities integrated into his classroom practice on a daily basis –

Assessed by classroom observation (planned, at first) and reflection/self-evaluation

Timeline: 4 weeks

