

Dr. Walksonwater

Most Important Strengths to capitalize on

- **Broad base of knowledge**
- **Ability to connect with students**
- **High energy that can be refocused to channel into new techniques**
- **Depth of experience facilitates making connections for students**



Most Important Strengths to capitalize on

- **Passionate about using writing in his teaching**
- **Engaging, dramatic, interesting classroom and class**
- **Well-regarded by parents and alumni**
- **Willingness to share expertise with fellow teachers**

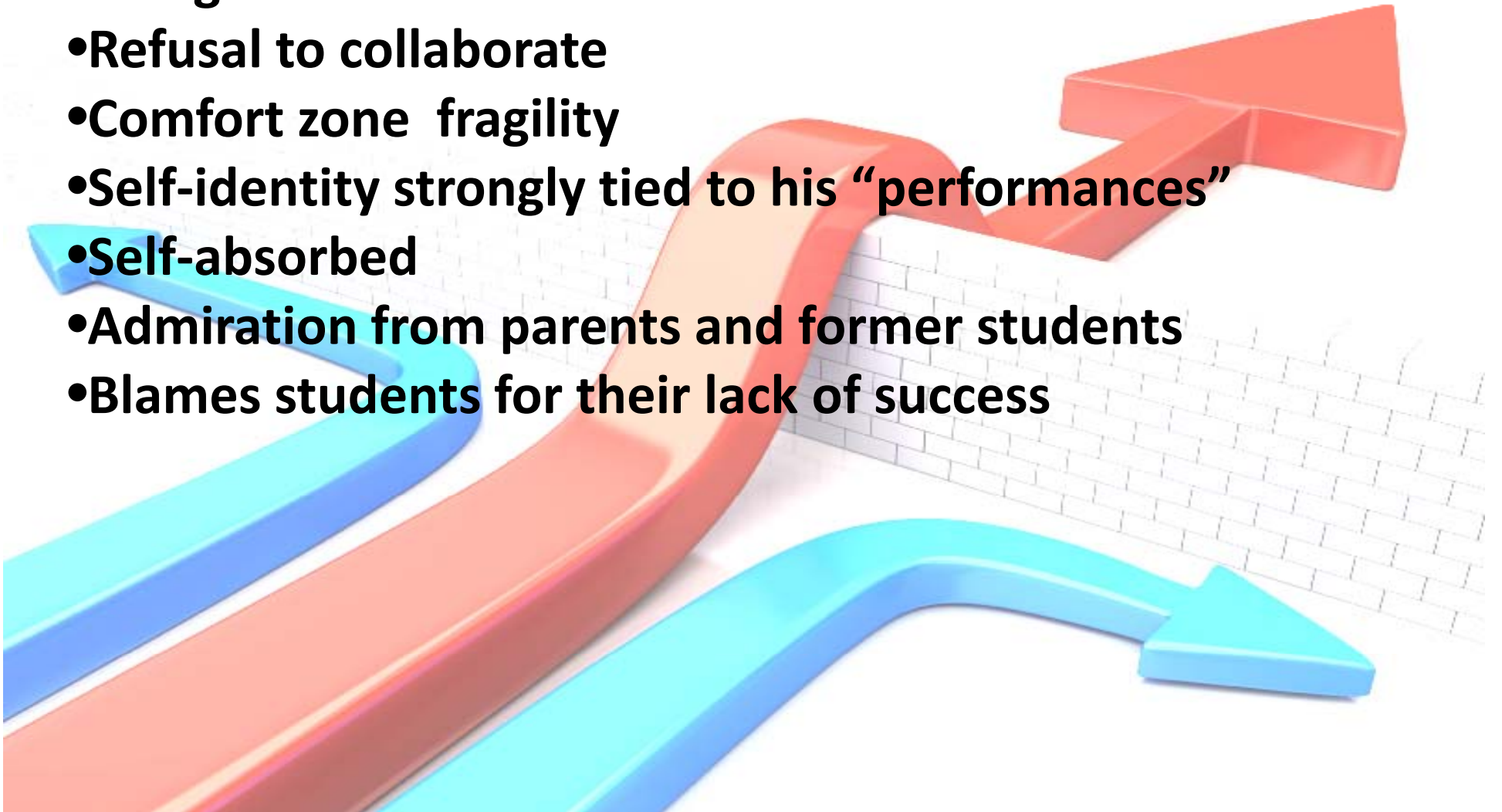
Key motivators/Incentives

- **Recognition of his expertise**
- **Feedback from former students and parents**
- **Affirmation of his brilliance**
- **Legacy**

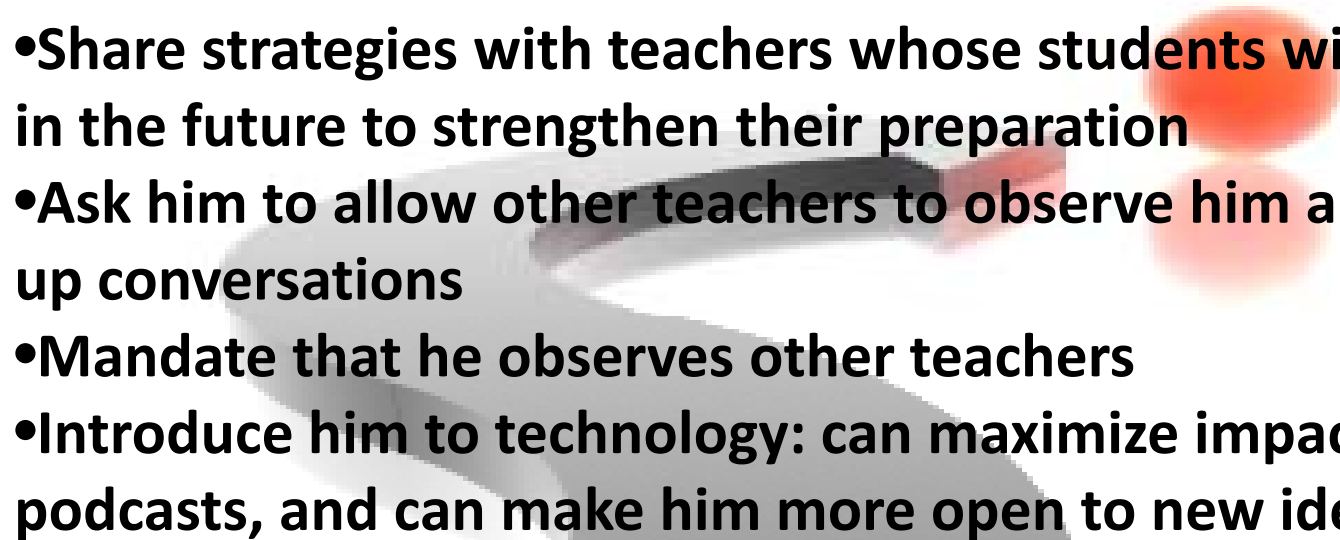


Biggest Obstacles

- Arrogance
- Refusal to collaborate
- Comfort zone fragility
- Self-identity strongly tied to his “performances”
- Self-absorbed
- Admiration from parents and former students
- Blames students for their lack of success



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

- **Implementing new strategies will lead to improved student success**
 - **Share strategies with teachers whose students will take his class in the future to strengthen their preparation**
 - **Ask him to allow other teachers to observe him and have follow-up conversations**
 - **Mandate that he observes other teachers**
 - **Introduce him to technology: can maximize impact using podcasts, and can make him more open to new ideas**
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Two Year Action Plan to work with Teacher

- Find small steps to teach collaboration skills (create a “felt need” and small successes)
 - Share lessons with teachers at department meeting
 - Implement peer observations
 - Introduce him to technology
- Invite him to teach other levels (grade levels or ability levels)

