

BHAG (Big Hairy Audacious Goal): Learning in K-8 classrooms in the Cleveland Metropolitan School District will be personalized, joyful, and adventurous utilizing blended learning with the vehicle of our Schoology LMS to meet the needs of all learners and accelerate learning.

	Learning Goals	Learning Activities	Assessment Activities
Month 1	<p>Foundational:</p> <p>The learner will understand the “why”, “what”, and “how” to implement blended learning.</p>	<ul style="list-style-type: none"> Educators will be provided with resources including readings and videos to explore and gain understanding on growth mindset, establishing a “why” and “how”, and the different blended learning models (“what”). Educators will meet, together as a cohort, once a week to discuss, select a blended learning model, and personalize their plan to fit the learning vision in their classroom. 	<ul style="list-style-type: none"> Educators will be asked to share the “why” behind the blended learning model they would like to implement and explain how it will work in their learning environment using any platform assessed with a rubric & feedforward provided.
Month 2	<p>Application:</p> <p>The learners will be able to create an implementation plan for blended learning with a strong “why” for their specific learning environment.</p>	<ul style="list-style-type: none"> Educators will gather baseline data on engagement and learning approach from their classroom to connect the “why” to their plan. Teachers will create a classroom specific implementation outline for the blended learning plan that best meets the needs collected in baseline data on engagement and learning approach. 	<ul style="list-style-type: none"> The implementation outline will outline the general roll out and supports needed to implement the blended learning plan specific to their classroom(s). This will be assessed with a rubric and feedforward will be provided.
Month 3-6+	<p>Integration:</p> <p>Learners will be able to navigate and utilize the district LMS as the vehicle for blended learning and launch blended learning in their learning environment.</p>	<ul style="list-style-type: none"> Learners learn how to navigate LMS (Schoology) & access district provided personalize learning tools. Learners learn how to set up their course in LMS (Schoology) that makes sense for access and workflow. Cohort meets monthly to share, reflect, refine, and collect data on engagement and learning approach. 	<ul style="list-style-type: none"> Rubric for assessing LMS set up and usage by students. Capture video and photos, especially reflection, to capture the process & provide feedforward. Meet with teachers & principals to co-plan, implement, and reflect on our work together weekly to provide feedforward.
Month 4	<p>Human Dimension:</p> <p>Learners will explore mindset and make a plan to encourage a growth mindset.</p>	<ul style="list-style-type: none"> Provide educator with additional resources for further exploration and reflection on mindset (articles, blog posts, videos) Meet once monthly in cohort to share thoughts, ideas, and build leadership capacity and connections amongst educators doing this work. 	<ul style="list-style-type: none"> Learners will create media that explains how they plan to encourage a growth mindset with their learners, assessed using a rubric and feedforward will be provided.
Month 5	<p>Caring Goals</p>	<p>Learners will explore how they are feeling and what their personal interests and passions are. Videos and readings will lead discussion on types of learners & how passion can lead learning</p>	<ul style="list-style-type: none"> Learners create media reflecting on how they are feeling at this point in the course, what passions have been ignited, and what values they believe they possess that contribute to their learning journey.
Month 6	<p>Learning to learn:</p> <p>Learners take ownership of their learning and contribution to the learning cohort.</p>	<ul style="list-style-type: none"> Learners read articles and watch videos on learning theories and discuss thoughts in class. Learners respond to reflection questions to self-reflect on the learning journey and the contributions they made to our learning community. They will also establish 1-2 new goals to improve the process as move into leading a new cohort of teachers through this process. 	<ul style="list-style-type: none"> Learners develop a learning philosophy and share in Schoology discussion. Self Reflection rubrics will provide insight into the level of mastery achieved thus far. These will be shared in our Schoology course.

Duration: 6 months of intense learning (Months 1-3 meet 1 hour per week: 1x in person with cohort, 3 weeks via ZOOM meeting; Months 4-6 meet twice a month- 1 in person and 1 ZOOM)

Teacher Support: At least twice per month, in-person check ins with participating teachers and principals to co-plan and provide feedforward. Make myself available via text, email, and Microsoft Teams.

Active Participation: Learners will attend cohort meetings both in-person and on ZOOM. Learning activities and assessment activities are outlined in the 3 column table.

Modeling: I will provide “how to” videos for navigating and setting up a Schoology course, especially for creating and assigning activities and adding content.

Content Specific: Each teacher will create their Schoology course(s) specific to their content area. Content specific breakout rooms during ZOOM, and collaboration amongst like-content teachers will be encouraged.