

**Overview of *A Look at Learning*
Implementation Phases**

Phase I	Phase II	Phase III
<p>Practical job-embedded training is integrated in meetings such as Professional Learning Community, grade level team, department, etc. where teachers will:</p> <ol style="list-style-type: none"> 1. View video 2. Identify action steps for the next four to six weeks <ol style="list-style-type: none"> (i) Agree to practices that teachers will implement (ii) Produce evidence showing students' learning of objectives 3. Complete an analysis of student work as it relates to lesson objectives using reflection questions such as: <ol style="list-style-type: none"> (i) What does the student work reveal about matching the lesson objective? (ii) How does the quality of student work demonstrate that students are prepared for the next level of language and lesson objectives? 	<p>Practical job-embedded training continues in Professional Learning Community, grade level team, department, etc. settings where teachers experience three or more of the following options. Meet monthly to accomplish two of the following:</p> <ol style="list-style-type: none"> 1. Select another focus area and continue video viewing to prompt best practice selection, implementation of practice and review of student work. 2. Apply data. Use student data to target growth among specified individual English learners or groups of English learners. 3. Track growth. Follow-up student achievement with individual students who experienced pilot year best practice and implement new expanded strategies, planning, environment or assessment approaches. 4. Self-implement the pre-observation and post-observation debriefing guide structures with at least one lesson. 5. Complete peer observation cycles with colleagues voluntarily. 	<p>Implement the <i>A Look at Learning</i> observation cycle three times a year.</p> <ol style="list-style-type: none"> 1. Pre-observation Planning Teacher plans an ELD or SDAIE lesson and identifies a focus area for observation. 2. Observation Observer records evidence related to the selected focus area. 3. Post-observation Debriefing Teacher and observer reflect on the selected focus area and identify next actions steps.