

**21-22 Union School District Theory of Action for
Continuous Improvement in the Teaching and Learning Process**

Core Areas of Focus

- If we develop a climate and culture that fosters a sense of community and solidarity amongst teachers, staff, students and families, then our understanding and support of student needs will deepen, which will ultimately lead to improved student growth and performance.
- If we provide consistent opportunities and systems for ongoing collaboration for teachers and staff with a focus on goal setting, student learning and evidence (data, student work samples, observations, etc.), as well as action planning, to support student needs, then student learning will improve.
- If we provide opportunities for distributed leadership, ownership and creativity amongst teachers and staff, then teachers and staff will feel empowered to create engaging learning opportunities for their students.
- If we provide clear learning targets for students, then students will be able to better focus their efforts on what they need to know and be able to do, thus leading to increased learning.
- If we continuously monitor and support students' and staff social emotional learning needs through various strategies and support systems, students and staff will feel supported and empowered to take risks and enrich their learning in a positive, safe learning environment.
- If we develop positive, consistent and reciprocal communication with parents and students, then students, parents and staff can work in partnership to better support learning needs.
- If we provide high quality professional learning and support targeting individual teacher needs and overall school goals then student learning will improve.
- If we provide continuous specific, timely and actionable feedback focusing on high impact instructional strategies, then the teaching and learning process will improve.
- If we engage in meaningful, respectful and courageous conversations in a civil manner, we will enhance our learning community and culture, thus leading to improved teaching and learning.