



Innovation Configuration Maps



TEACHER

- **LEARNING COMMUNITIES**
- **LEADERSHIP**
- **RESOURCES**
- **DATA**
- **LEARNING DESIGNS**
- **IMPLEMENTATION**
- **OUTCOMES**

1.1 Engage in continuous improvement

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Desired outcome 1.1.1: Develops capacity to apply the seven-step cycle of continuous improvement. *					
<ul style="list-style-type: none"> Develops knowledge and skills about the seven steps of the cycle of continuous improvement. 	<ul style="list-style-type: none"> Develops understanding of six of the seven steps of the cycle of continuous improvement. 	<ul style="list-style-type: none"> Develops understanding of five of the seven steps of the cycle of continuous improvement. 	<ul style="list-style-type: none"> Develops understanding of four or fewer steps of the cycle of continuous improvement. 	<ul style="list-style-type: none"> Fails to develop knowledge and skills about the cycle of continuous improvement. 	
Desired outcome 1.1.2: Applies the cycle of continuous improvement with fidelity in professional learning.					
<ul style="list-style-type: none"> Employs the seven-step cycle of continuous improvement in individual, team, and schoolwide professional learning. Maintains commitment to employ the cycle of continuous improvement in individual and team learning. Supports colleagues in employing the cycle in individual and team learning. 	<ul style="list-style-type: none"> Employs six steps of the seven-step cycle of continuous improvement in individual, team, and schoolwide professional learning. Maintains commitment to employ the cycle in individual and team learning. 	<ul style="list-style-type: none"> Employs five steps of the seven-step cycle of continuous improvement in individual and team professional learning. 	<ul style="list-style-type: none"> Employs four or fewer steps of the seven-step cycle of continuous improvement in individual and team professional learning. 	<ul style="list-style-type: none"> Employs four or fewer steps of the seven-step cycle of continuous improvement in individual professional learning. 	<ul style="list-style-type: none"> Fails to use the cycle of continuous improvement in professional learning.

*See the Appendix (p. 262) for an explanation of this concept.

1.2 Develop collective responsibility					
Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Desired outcome 1.2.1: Advances collective responsibility.					
<ul style="list-style-type: none"> Contributes, with colleagues, to the development of shared assumptions about and a shared definition of collective responsibility. Shares evidence of collective responsibility. Challenges, with principal and colleagues, practices and assumptions that create barriers to collective responsibility. Takes action, with principal and colleagues, to overcome barriers to collective responsibility. 	<ul style="list-style-type: none"> Contributes to the development of shared assumptions about and a shared definition of collective responsibility. Contributes to efforts to identify and overcome barriers to collective responsibility. 	<ul style="list-style-type: none"> Contributes to shared assumptions about and a definition of collective responsibility. 	<ul style="list-style-type: none"> States personal assumptions about and a definition of collective responsibility. 	<ul style="list-style-type: none"> Fails to address collective responsibility. 	
Desired outcome 1.2.2: Engages with colleagues to meet the needs of all students.					
<ul style="list-style-type: none"> Engages with colleagues in conversations about the impact of individual and collective professional learning on student achievement. Engages in individual, team, and schoolwide professional learning to address the learning needs of all students. 	<ul style="list-style-type: none"> Engages with colleagues in conversations about the impact of individual and collective professional learning on student achievement. Engages in individual, team, or schoolwide professional learning to address the learning needs of all students. 	<ul style="list-style-type: none"> Studies data with colleagues about the needs of students outside their individual classrooms. Engages with colleagues in individual professional learning to address the learning needs of all students. 	<ul style="list-style-type: none"> Invites colleagues to participate in professional learning to address the needs of students outside their individual classrooms. 	<ul style="list-style-type: none"> Focuses attention only on learning needs of students in individual classrooms. 	

1.2 Develop collective responsibility					
Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Desired outcome 1.2.3: Models collective responsibility by participating in learning communities.					
<ul style="list-style-type: none"> Participates routinely in one or more ongoing learning communities within and beyond the school. Shares with colleagues own learning as a member of learning communities. 	<ul style="list-style-type: none"> Participates routinely in one or more school-based learning communities. Shares with colleagues own learning as a member of learning communities. 	<ul style="list-style-type: none"> Participates routinely in one school-based learning community. 	<ul style="list-style-type: none"> Participates occasionally in a school-based learning community. 	<ul style="list-style-type: none"> Fails to participate in a learning community. 	
1.3 Create alignment and accountability					
Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Desired outcome 1.3.1: Aligns professional learning with school goals.					
<ul style="list-style-type: none"> Engages in discussion with colleagues to develop understanding of school and system goals and strategies to align individual, team, and school goals and plans for professional learning. Aligns individual and team professional learning goals with school goals. 	<ul style="list-style-type: none"> Engages in discussion with colleagues to develop understanding of school and system goals and strategies to align individual, team, and school goals and plans for professional learning. Aligns individual professional learning goals with school goals. 	<ul style="list-style-type: none"> Establishes individual professional learning goals and strategies that align with school goals and strategies. 	<ul style="list-style-type: none"> Adopts school professional learning goals as own goals. 	<ul style="list-style-type: none"> Contributes to development of school professional learning goals and strategies without consideration of system goals and strategies. 	<ul style="list-style-type: none"> Fails to align individual professional learning goals with school goals.