



Creating an Action Plan

Developed in the field by educators affiliated with NSRF.

Beginning Questions

1. What do you know about the people with whom you will be working in your school or in your CFG — your relationships with them, their relationships with each other, their expectations, their participation in the larger school? How do you imagine CFGs will serve you, its other members, your students, and the larger school community?
2. Imagine a particularly productive CFG meeting. What are you doing? What kinds of interactions, sharing of work, and reflective dialogue are occurring?
3. What presently exists in the school (people, structure, and culture) in which you will be working that will support your evolving vision of this group? What's going to get in the way of this work? What strengths do you bring to this work?

Guiding Questions for Coaches Planning CFG Work

How will you introduce the idea of professional community and its relationship to student learning? The purpose and commitments of being a CFG member?

How will you help your CFG become a professional learning community? In what ways will you share leadership? How will you and your CFG members develop your collaborative skills?

How will you help your CFG members focus their work? Will you identify questions for inquiry into your practice? Agree upon a set of shared goals/standards/outcomes for your students and/or for your practice? How will you raise and address issues of educational equity and the achievement gap?

How will you introduce strategies for looking at student and adult work? For peer observation and debriefing? For reading texts together? What other work do you imagine doing together?

How will you help your CFG members create both a safe climate AND a culture in which they are challenged to stretch their thinking?

How will you and your CFG members develop your knowledge about effective teaching practices? How will you tap the expertise within your group and the school — as well as tap outside resources?

How will you document what you are learning, individually and as a group?

When will you meet? How often will you meet, and for how long? Will you have a retreat?

What will you do at your first couple of CFG meetings? What do you need to do *before* the first CFG meeting?