

## Facilitated Reflection: Teacher

*In-depth Reflection of your Implementation Journey*



Preview this tool prior to meeting with the facilitator. It is not necessary to answer the questions in advance. The meeting will be more conversational than technical. Meet the facilitator who will use the following questions to guide your conversation. Provide examples, evidence or stories to illustrate and support your answers. For some questions you may have substantial information while for others you may have none or limited information. For more information on the Essential Conditions to Support Implementation, go to [www.essentialconditions.ca](http://www.essentialconditions.ca).

**Shared Vision:** Stakeholders share an understanding of and commitment to the intended outcomes.

Conversation Starters	Responses (examples, evidence, data)	Suggested Next Steps
<p><b>What is the vision of the initiative you are working on? Is the vision shared amongst the entire team?</b></p>		
<p><b>How has the shared vision been collaboratively developed with and endorsed by stakeholders?</b></p>		

**Leadership:** Leaders at all levels have the capacity to champion the shift from the current reality to the intended outcomes.

Conversation Starters	Responses	Next Steps
How is leadership distributed in your school?		
How are leaders working towards supporting and sustaining implementation?		

**Research and Evidence:** Current research, evidence and lessons learned inform implementation decisions.

Conversation Starters	Responses	Next Steps
<p>What data is being collaboratively and systematically collected to inform and support implementation? How is it being collected?</p>		
<p>How are you using your data to determine if you are having the desired impact on student learning?</p> <p>What data are you using as evidence of implementation?</p>		

**Resources:** Human resources, materials, funding and infrastructure are in place to realize the intended outcomes.

Conversation Starters	Responses	Next Steps
What human and material resources are required to support this change?		
What is the capacity of the school to support this change?		

**Teacher Professional Growth/Capacity Building:** Teacher knowledge, skills and attributes are enhanced through ongoing professional learning.

Conversation Starters	Responses	Next Steps
<b>Do you feel you have the knowledge and skills to support this change? What would you need to be better prepared?</b>		
<b>What types of professional learning works best for you? How does participation in professional learning enhance your practice?</b>		

**Time:** Time is provided to support implementation.

Conversation Starters	Responses	Next Steps
<p>What research regarding the time required to effect change was considered when creating the implementation timeline? Is the timeline reasonable?</p>		
<p>What strategies are in place to ensure that the time you need to successfully implement and sustain the change?</p>		

**Community Engagement:** Parents, school councils, community members, businesses, industry and post-secondary institutions are partners in supporting implementation.

Conversation Starters	Responses	Next Steps
<p><b>How are stakeholders involved in supporting implementation?</b></p>		
<p><b>What strategies are you using to share your changes with the community?</b></p>		

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