

Darby Middle School

Collective Commitments

(Updated August, 2021)

Communication

We promise to be open-minded and all-inclusive in our communication.

- I promise to be open-minded.
- I promise to provide families with ongoing information about their children and offer specific ideas and materials to help families become full partners in the ongoing education of their children.
- I promise to ask questions to help me and others grow as professional learners.

Necessary Sufficient Time

We promise to honor protected time.

- I promise to be a positive contributing member of the professional learning community.
- I promise to work “bell to bell” during our team meetings.
- I promise to use the team collaboration model (football).

Specific common goals, purpose, intended outcomes

We promise to use the 4 critical questions to drive student learning.

- I promise to engage in the Plan-Do-Study-Act cycle to improve individual and collective practices and meet the needs of all students by consistently answering the four critical questions:
 1. What do we expect students to learn?
 - a. I promise to identify, agree, and use the essential standards and student-friendly learning targets for each grade level and develop vertical coherence with the essential standards.
 2. How will we know students have learned it?
 - a. I promise to create and use common assessment processes (formative and summative) according to the team’s agreed-upon timeline. *Processes include high-quality assessments and feedback (scoring) for both teachers, teacher teams, and students.*
 3. What will we do when students do not learn?
 - a. I promise to use assessment results to drive interventions and instruction.
 4. What will we do when students do learn?
 - a. I promise to use the results of assessments to drive extensions.
- I promise to focus on consistent use of best practices (*research-affirmed practices*) and develop shared learning expectations, and routines and procedures to support learning.

Positive Attitude

We promise to be respectful of others' ideas and to be a solution seeker.

- I promise to use positive language throughout my school and community.
- I promise to embrace shared responsibilities and help others grow.
- I promise to view challenges as an opportunity to grow our practices.
- I promise to uplift and assist colleagues with the PLC process in place.

Dedication to our Why

We promise to be driven by and committed to our why.

- I promise to hold myself and others accountable for school-wide and team expectations.
- I promise to take time to reflect and celebrate our successes school-wide.

Instruction

We promise to provide high-quality instruction that targets individual student needs.

- I promise to communicate our viable curriculum in a way that reaches and engages all students.
- I promise to maximize instructional time (bell to bell).
- I promise to provide effective and timely feedback on learning.
- I promise to be consistent with school and classroom expectations.
- I promise to give students opportunities to collaborate, interact, and ask questions in a positive and safe environment.
- I promise to teach strategies that promote student ownership of learning.