

Basic requirements for P-Scales Implementation

1. Individual Teachers must do/have the following: (Classroom Implementation):

- a. Attended Marzano webinars with the NAD/ ALC; or
- b. Attended Training sponsored by their Conference or Union; or
- c. Attended Book Studies; or
- d. Attended the HRS Summit
- e. Know the components of Level I Culture and has rules, routines, and expectations in place for the classroom
- f. Know and understand Level II components and have started the process of working within a research-based teaching and can identify some of the effective instructional strategies they use in the classroom
- g. Evaluated the curriculum and has matched the resources to the p-scales
- h. Have plans for future learning

2. Schools must do all the following: (School-Wide Implementation):

- a. Principals must have participated in: Marzano Webinars with the NAD, or Union led study groups, or High Reliability School Summit. Training must include Level 1 – 3 school implementation)
- b. Implement and follow a school-wide behavior plan. (Level 1)
- c. Participate in PLC's either at the school or conference level. These go by different names like study groups, cohorts, learning communities, etc. (Level 1)
- d. Implement or in the process of choosing a Teaching Framework with a Mode of Instruction (MOI) and a plan for teacher growth, development, and evaluation (Level 2)
- e. Have a plan how to ensure and verify that the curriculum is guaranteed and viable. Create a Vocabulary Program; and use direct instruction in knowledge applications (Life Skills) and metacognitive skills (Thinking Skills) (Level 3)
- f. Participate in SBE training: Teachers need training on how to use the p-scales so they can implement the use of the scales successfully | (Levels 1 – 3)

3. Conference leadership must have participated in at least one of the following (Conference-Wide Implementation)

- a) Marzano webinars with the NAD
- b) Marzano webinars on Adventist Learning Community
- c) Union led study group of HRS and/or SBE
- d) High Reliability School Summit
- e) Training must include Levels 1-3 implementation at the district level

Notes:

Single teachers who meet the criteria may receive the p-scales right away. They can also receive the link to the Google Drive that houses all the 3.0 targets. They will request and return the Agreement Form to Dr. Rose Thomas, at the SU. Teachers might implement the scales one subject at a time. Schools might implement them one classroom at a time. The recommendation is to go through the process steadily and strategically to ensure success in implementation. Take small steps to do great things!

Implementation may start at any level: Teacher, School, or Conference. This document is to help guide your process and to provide a set of requirements for each of the levels. While we recommend going at it very slowly and in small steps, the Conference Leadership is the best judge on how small or how big to start.

While the minimum requirements are focused on levels 1 – 3, if individuals, schools, or conferences should want to implement levels 4 – 5 in the far future, trainings will be required for those levels. At that time, we will set the minimum requirements for the implementation of those levels.

Please know that you are not alone. It is a system-wide effort toward the implementation of ongoing improvement at all schools. The Union is committed to supporting the conferences and schools, with training and resources as much as possible. The NAD is dedicated to assisting the Union and to make the process of supporting the conferences more seamless.