

## Fellows Action Plans

Congratulations on becoming a Washington State Fellow! We are very excited that you have joined a statewide network of teacher leaders. One expectation of being a Fellow is to collaborate with your principal/district administrator/supervisor to create an action plan that will facilitate change throughout your school, district, or organization. Below you will find details and expectations for each part of the plan to better facilitate your planning over the next year. NOTE: Action plans will be adapted as needed to reflect the work of Early Learning Fellows.

**Section A** - Complete this section of the template with your principal/district administrator/supervisor as an opportunity for self-assessment and for integration of your work as a Fellow with your school/district/organization goals for the school year.

**Section B** - Ongoing Reflections & Plans: Use this section of the template to support and process the action plan created by you and your principal/district administrator/supervisor. At the end of the school year, you will share the action plan with your ESD's regional math, science, early learning, or ELA coordinator.

The Fellows' Network Action Plan is designed for you to enact the values of the OSPI Equity Statement

Each student, family, and community possesses strengths and cultural knowledge that benefits their peers, educators, and schools.

Ensuring educational equity:

- Goes beyond equality; it requires education leaders to examine the ways current policies and practices result in disparate outcomes for our students of color, students living in poverty, students receiving special education and English Learner services, students who identify as LGBTQ+, and highly mobile student populations.
- Requires education leaders to develop an understanding of historical contexts; engage students, families, and community representatives as partners in decision-making; and actively dismantle systemic barriers, replacing them with policies and practices that ensure all students have access to the instruction and support they need to succeed in our schools.

Each Fellow's principal, district administrator, or supervisor is expected to collaborate closely with their Fellow in thoughtful planning of how the district, school, or organization will utilize the Fellow's leadership in support of standards implementation efforts and/or to improve students' learning. Each district or organization supports its Fellow through close collaboration and a commitment to action items within the timeline as noted here:

Timeline	Action
After the first Fellows' convening (in September/October)	Fellow and principal/district administrator/supervisor create and complete the <b>Initial Plan (Section A)</b> of the Fellow's Action Plan.
After each Fellows' convening, and more frequently as needed	Fellow updates their regional coordinator on the status of their action plan. Fellow and principal/district administrator/supervisor meet after each convening (at a minimum) and record via <b>Ongoing Reflections and Plans (Section B)</b> .
After the 4th Fellows' convening	Fellow submits the entire Fellow's Action Plan to their ESD coordinator.

Contributors

**Name**

## Section A: Initial Plan

**NOTE: The Fellow, and the district administrator, school principal, or supervisor should collaborate to complete the Fellow's Action Plan.**

*If you are a continuing Fellow, build on Section A of your previous year's Fellow's leadership plan. The Action Plan is a required component of each Fellow's and school's/district's/organization's commitment.*

Please complete the following questions in collaboration with your principal/district administrator/supervisor after the first Fellows' meeting.

Where are we now?	Where do we want to be?	Steps we can take
Describe your district's/school's current implementation of Washington State Learning Standards.	What are your district's or school's focus and priorities for the ongoing implementation of Washington State Learning Standards?	How does your district or school envision using the Fellow to support Washington State Learning Standards implementation efforts?

## Section B: Ongoing Reflections & Plans

After each Fellows' convening, complete this section in collaboration with your principal and/or district administrator to keep an ongoing, dated log that addresses the following:

### Action Items

<b>Actions / Strategies</b> What are your next actions and what steps will you take to implement them?	<b>Timeline</b> When will you complete each action/strategy?	<b>Responsibilities</b> Who will be responsible for completing this action? The Fellow? Others?	<b>Equity</b> In what ways might this action support all educators and/or students (e.g., special education, ELL, highly capable)?	<b>Resources</b> What resources will you need to be effective? (e.g., teacher release time, meeting space, differentiated materials, facilitation materials, etc.)	<b>Evaluation</b> What will be the evidence of impact of the Fellow's work? What will you see teachers and students doing differently? How many people will the work impact?
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(Action items may be inserted below)