

# Oak Knoll's *Whole Teacher* Framework



Continuous improvement is a core value at Oak Knoll. In order to improve, our teachers and staff must understand the expectations, engage in self-reflection and set individual goals. We have created a framework that focuses on the most important characteristics of a teacher. This framework is called *The Whole Teacher Framework*. Just as we focus on all the elements of the "whole child" at our school to ensure student connectedness and success, we also want to have clear vision on what elements we believe contribute to teacher success at our school. The Whole Teacher Framework is made up of four components: *Teaching, Connection, Collaboration and Communication*.

## Collaboration

At Oak Knoll, we believe teaching is a team sport. Collaboration at the highest level includes problem-solving around student progress, teaching practices, and shared outcomes. This level of collaboration proven to result in better outcomes for students. Collaborative teams problem-solve together to ensure ALL students are making progress and feeling connected. Collaborative teams watch each other teach and want to learn from each other. Collaboration is planned and intentional and does not only focus on curriculum and calendar but most importantly teaching and learning. Our best collaboration is in-person discussions and conversations about teaching and students.

## Connection

At Oak Knoll, teaching expands beyond classroom walls. Teachers are key in delivering on the school mission and goals. Teachers contribute to Oak Knoll's positive culture and climate. Having a connected staff and community is an

important element in Oak Knoll's success, and should not be discounted. Greeting each other, getting involved in reinforcing school expectations, as well as making extra effort to make ALL students (beyond only those who are on your roster) feel welcome and known are important elements that create connection and cohesion on our campus.

## Communication

At Oak Knoll, we believe that communication is of great importance. Communicating clearly, consistently and often provides parents clarity and builds community and trust. Proactive communication is the best way to address the common questions that are asked about student learning, classroom expectations, calendar and curriculum. Oak Knoll teachers put forth extra effort to communicate regularly with parents who are less connected to the school. When our community has clarity on our beliefs, philosophies, mission, goals, and programs, we can focus on student achievement more efficiently and effectively.

## Teaching

Oak Knoll teachers believe in continuous improvement and commit to staying educated and developed on best practices, district curriculum, management strategies, grade level standards and child development. Teaching is knowing your students well, building relationships and ensuring classroom community. Focusing on students' strengths and interests as much as their needs is key. Teachers make sure students know why they are learning what they are learning; connecting learning to real-world application. Focusing on engagement, keeping lessons interesting and hands-on by taking more of a facilitator's role is prioritized. Teachers track student progress, notice learning trends and use the data they collect as a road map for planning instruction and meeting the needs of diverse learners. Teaching at Oak Knoll is about being intentional, innovative, collaborative, and reflective.