

Theory of Action Activity to Hone Planning Skills

Read and critique each theory of action (TOA). How can the TOA be clarified or improved? Then, rewrite the statement so it is a stronger **theory of action**.

Strategy	Critique	Examples of Rewritten Strategy as ToA
1. If the school provides Teachers on Special Assignment, then teachers will get support working with their struggling students in planning and meetings, as well as direct instruction in targeted areas of need.	It is missing what long-term impact will be on the students. Also, what do the teachers do because of the support from TOSAs?	If the Teachers on Special Assignment provide support on planning and direct instruction to selected struggling students, then teachers will plan for individual needs, and struggling students will needed skills.
2. If the school provides Intervention/Universal Access, then students will be able to receive targeted instruction in areas of need.	It is missing what the adults will do as well as the impact on student results.	If the school provides professional learning on Intervention/Universal Access, then teachers will include universal access and intervention strategies in their planning and instruction, and students learning will improve.
3. Implement college and career standards	This is too vague. What is the school doing, what do you want teachers to do, what will be the impact on student learning	If the school provides professional learning lessons aligned to essential college and career standards, then teachers will create and deliver standards aligned lessons, and students' achievement scores will improve.
4. If staff can attend professional development, they will develop new knowledge and skills that can be applied to working with students to increase student achievement in ELA.	What is the staff development on? What skills will teachers learn and how are they expected to use it?	If staff attend professional learning on using technology to enhance ELA instruction, then teachers will use technology to engage students in effective ELA lessons, and ELA achievement will increase.
5. If the teachers are provided the instructional materials and supplies needed teachers will be able to better target instruction to areas of need; which will have a positive impact on student achievement in ELA.	Too vague. What materials and how will they help teachers target instruction.	If we provide teachers intervention materials and supplies, then teachers will use the materials and supplies to provide more targeted instruction, and student ELA achievement will increase.