

**What is the problem you are trying to solve?**

Lack of digital skills of teachers and school staff (especially within science and technology subjects)

**Who is your key audience? What is your entry point to reaching your audience?**

Direct target: school staff (especially teachers)

Indirect target: students (continuous dialogue during classroom discussion and delegate structures) + parents (bimonthly meetings with the leadership team and ad-hoc sessions)

**Intermediate outcomes:**

1. Evaluation of the digital skills and scientific skills through a special self-assessment tool
2. Shared schedule for the use of laboratories
3. Collaboration between teachers for the development of interdisciplinary lesson plans that foresee the use of ICT

**Activities:**

1. Organization of specific training courses by defining a calendar and the structured use of internal resources
2. Inter-departmental meetings for the definition of lesson plans, interdisciplinary lesson and common evaluation criteria

**Key assumptions:**

1. Training on specific topics leads to the improvement of digital skills
2. What has been learned during the trainings is tested/implemented in real practice
3. Collaboration and comparison between teachers are an indispensable element for the improvement of digital skills

**What is the long-term change you see as your goal?**

Improvement of the digital skills of teachers within science and technology subjects:

- Frequent capacity building courses for teachers
- Access and use of the Lab with relevant ICT tools
- Development of good practices repository to be shared within the school organization (community)

**Shared leadership approach**

- Actions and assumptions are based on reliable data
- Goals and planning of the activities are discussed within the shared leadership group that meets on a biweekly basis to discuss progress. These meetings include not only teachers but also formal leaders and once every two months are open to parents to provide their feedback.
- While the ICT teacher is an expert in the field, in-put will be added from other teaching disciplines

# Action Plan Example



### Background information important to take into consideration

Please describe in a short paragraph your type of school, size, special profile of students or teachers and any other information that might be useful for the reviewer to know in order to understand the shared leadership approach you've described above.

Example Academy is a community school (Pre-K to 5th) located at 9860 Sunnyside Street (located on the corner of 98th Ave. and Bancroft) in East Oakland.

Example serves nearly 400 students. This rich and diverse community is comprised of students from multiple origins and diverse backgrounds.

Example is a "green" school, housed in a beautiful, newly constructed building rich with architectural extras including classroom skylights, a drought-resistant roof-top garden, and a second-floor hall of windows overlooking the campus and neighbourhood. We have 16 classrooms (TK-5) along with a Child Development Center (CDC) for our Pre-K students.

In addition to daily classroom instruction, students receive enrichment in Science, Computers and Luna Dance. Students are also enrolled in extended day programs through our strong after school partnerships with BACR and Girls Incorporated of Alameda County (Girls Inc.).