

# Monitoring Your Always Ready to Learn Plan for Impact



*Ensure you understand the impact of your learning plans as teachers and students return to learning, whether in-school, at home or a hybrid.*

## Highlights

- Helps you to monitor the effectiveness of your learning plans across learning environments
- Identify the specific areas that need refinement to optimize the impact of the learning experience
- Provide insights and support for the effectiveness of practices that should be sustained regardless of the new normal

All school districts and divisions in the country – indeed world-wide – grappled with the impact of the Covid-19 pandemic in the spring of 2020. Many were caught off-guard by the various aspects and challenges of learning and teaching when physical school buildings were closed, and where everyone was scrambling to define what the learning environment would look like in a time of social distancing and quarantine.

Districts and divisions were faced with having to quickly make devices available for staff and address the even more difficult problem of student technology access. There was also the issue of access to the Internet for students and staff living in remote locations – how to improve or provide this access, or how to find alternatives to virtual learning environments.

Finally, the issue of expectations of staff and students needed to be addressed. Most districts and divisions would agree that they were reacting to this unexpected turn of events, rather than addressing the issues from the perspective of a previously planned response.

## Moving from Surviving to Thriving

One thing is certain – the spring of 2020 was about survival. School leaders' major goal was to ensure staff and students' mental health and well being were taken care of and that they were provided the tools to connect so that at the very least, everyone had the opportunity to continue the learning journey. But given the enormity of this task and the infrastructure and skillsets required, not everyone was able to fully engage and districts around the country followed the mantra of 'Hold Harmless', accepting that a student's academic performance for the year would not decline from where they were reported to be in March when students went home to learn.

This cannot and should not be the mantra for the school year which has just begun. School leaders and staff must determine what the acceptable minimal viable learning will be and work together to create the conditions to ensure this can happen. IBM's Always Ready to Learn, Teach and Lead framework, shown to the left can help districts create a plan to support these conditions. And of these five components, the **Plan, Monitor and Refine** component is the way districts can ensure the plan is executed effectively, delivering the impact for which the plan was designed.



## Plan, Monitor and Refine

It is essential, as the school year progresses, for districts to continuously monitor the impact of the plans they have in place, to ensure that learning losses from the spring are being identified and addressed as this year's grade level learning is supported. Districts will need to ensure, that no matter where their staff and students are learning, they:

- feel supported and safe
- have the tools and the skills needed to participate in the learning
- are prepared to continue to teach and learn in any environment (school, home or a hybrid)

Staff also need to:

- Understand and implement practices outlined in the district's Always Ready to Learn plan, or equivalent
- Support student learning goals, track their progress, and have confidence in students meeting their goals

Districts will need a robust monitoring plan that will allow them to assess progress related to identified key strategies, to and provide a process to refine aspects of their plan as they identify areas for improvement. Specifically, the monitoring plan will need to identify what district staff will measure, how it will be measured, and how often. The plan will also need to articulate how staff will adjust strategies based on what is discovered.

IBM K-12 Education Consultants will support school districts in the development and ongoing execution of their monitoring plans. Indicators will be developed to ensure that a school district or division monitors the impact of the implementation of their plan, all with an eye on continuous improvement for their system. We will support districts in determining the best tools to be used to capture evidence related to their indicators, and the optimum frequency of their use.

In addition, IBM K-12 Education Consultants can support the development of any of the monitoring tools required (e.g. surveys) and provide reports to the district which summarize impact in relation to their defined indicators.

As part of any robust monitoring plan, the need for focus group discussions with key school and district staff members may be necessary. IBM K-12 can also support in the creation of questions for these focus groups, based on the indicators in their monitoring plan, and also conduct focus groups for the district.

## Why IBM?

The IBM Canada K-12 Teaching and Learning Consulting team is comprised of educators and educational leaders who have been working with school districts and divisions for over 30 years and who have remained connected with these leaders throughout the Covid-19 pandemic. We have a sound understanding of the key issues facing educators and the knowledge and skillset to support them. We understand both impactful learning approaches, and the myriad of digital tools which are utilized in the education sector, both of which are required for future learning environments. IBM K-12 is strongly positioned to support your school district or division in creating a robust plan, utilizing our **Always Ready to Learn, Teach, Lead** framework, which will ensure your district is ready for the future of learning.

## For more information

To learn more about IBM K-12 **Always Ready Methodology**, please contact your IBM Marketing Representative.

For more information on all our IBM K-12 Consulting and Professional Services, visit:

<https://www.ibm.com/industries/education/canada-k-12>



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