Co-teaching to support all students

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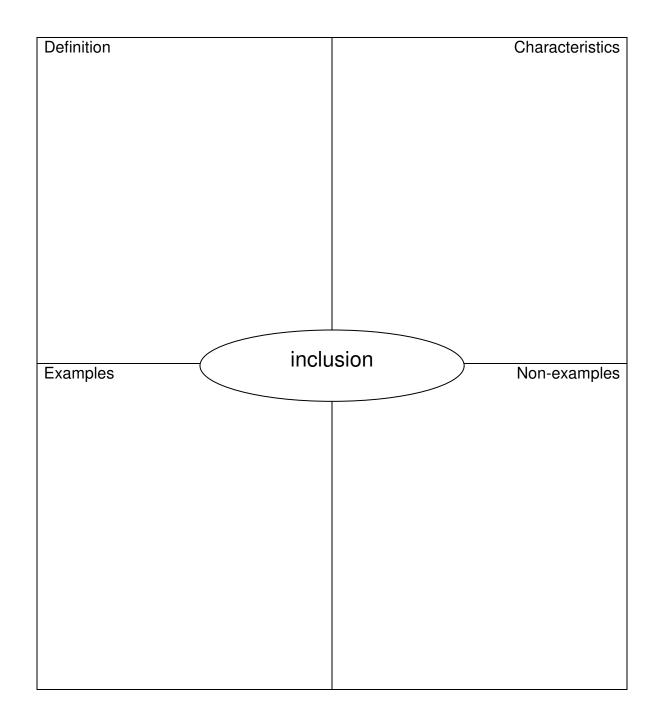


Agenda

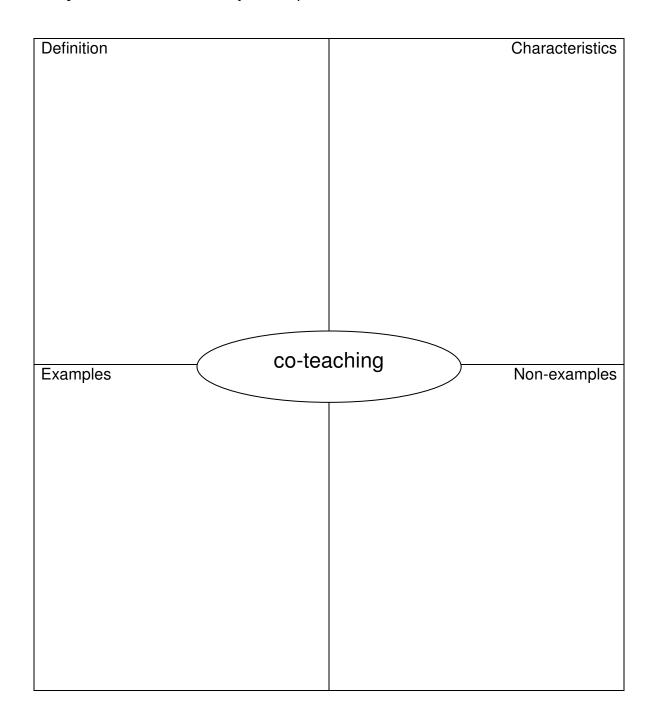
- Inclusion and co-teaching
 - Definition and characteristics
 - Examples and non-examples
- Co-teaching approaches
 - Teaching and Observing
 - Station teaching
 - Parallel teaching
 - Alternative teaching
 - Teaming
 - Teaching and Assisting
- Co-teaching essentials
 - o Evidence-based instructional practices
 - Differentiated instruction
- Development of a co-teaching TEAM
 - o Personal preferences and strengths
 - Professional support relationships
 - Ongoing evaluation of implementation
- Co-teaching unit/ lesson plan templates
- Debriefing our work today
 - Reflection
 - Looking to the future



Frayer Model for vocabulary development...



Frayer Model for vocabulary development...



Vocabulary term	Visual representation
Teaching and Observing	
Definition	Personal association or characteristic

Benefits	Drawbacks



Collecting academic data – an example

Demonstration of Higher Order Thinking Skills

Student	Content Area	Start Time
Observer	Date	End Time
		_Total Minutes

						Discus	sion Inter	actions		
				class		teacher		student/		
		Skills	Sample Verbiage	answer questions	ask questions	answer questions	ask questions	answer questions	ask questions	Total
	Evaluation	*compare and discriminate *assess value of ideas/evidence/theories *make choices based on reasoning *recognize subjectivity	I decidedbecause I assessed They are ranked as/by I support I am convinced that In comparing I found Explain? Conclude?							
,	Synthesis	*use old ideas to create new ideas *generalize from given facts *relate knowledge across content *predict and draw conclusions	I modified When I substitute I invented In general I designed a new When we rearrange Combine? What if? Conclude?							
Taxonomy	Analysis	*see patterns *organize parts *recognize hidden meanings *identify components	When I separate In this order I classified by My explanation is When I compare If we connect Analyze? Arrange? Explain?							
Bloom's 7	Application	*use information *use methods/concepts in new contexts *solve problems using knowledge/skills	Let me show you I calculate To solve that If we experiment I discovered When I change How to apply? Modify? Relate? Complete?							
	Comprehension	*understand information/grasp meaning *order/group *infer causes *predict consequences	Let me describe I estimate I interpret I predict If we associate My interpretation is Summarize? Extend? Differentiate?							
	Knowledge	*observe and recall information *know dates, events, places *know major events *master subject matter	I know Let me tell you I will describe Here is the quote His name is It is here Who? What? Where? When?							
			Total							



Tally word use during observation period; compare percentage of response at each level to the total number of responses

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Typical Classroom Behavioral Expectations

	Student	nt			<u>-</u>	Content Area				Start Time						
Observer						-	Date					-	End Ti	me		
													Total N	Minutes		
	,			approp	riate res	ponses					inapprop	 oriate re	sponses			
		academic talk	answer questions	ask questions	attend	actively participate	other appropriate behaviors	Total	non-academic talk	offtask	non- responsive	non- compliant	talk out	other inappropriate behaviors	Total	Grand Total
	listen-lecture															
	discussion - teacher/student															
	discussion - peers															
unditions	independent practice - paper/pencil															
instructional conditions	independent practice - manipulatives															
nstruc	reading/note- taking															
	technology interaction															
	transition															
	other															
	Total															

Tally behaviors during observation period; compare percentage of appropriate behaviors to percentage of inappropriate behaviors overall.

Vocabulary term	Visual representation
Station Teaching	
Definition	Personal association or characteristic

Benefits	Drawbacks



Station Teaching with a Co-Teacher 4-group/4-activities paradigm

A management strategy for organizing and teaching four small groups within a 60-minute period of time

	Activities						
	Instructional	Instructional	Learning /	Anchoring /			
	1	2	Practice	Extension			
0-15 minutes	Group A	Group B	Group C	Group D			
15-30 minutes	Group B	Group C	Group D	Group A			
30-45 minutes	Group C	Group D	Group A	Group B			
45-60 minutes	Group D	Group A	Group B	Group C			

- o Teachers are involved in the instructional activities throughout
- From Instructional 1 students move to anchoring activities; if a student is not grasping the concept there is the opportunity to have the student forego the anchoring activity and experience the instruction again with a different set of peers
- From Instructional 2 students move to practice activities; if a student is not grasping the concept there is the opportunity to have the student forego the practice activity and experience the instruction again with a different set of peers

Instructional activities – direct instruction on a new concept; or direct instruction expanding a previous concept

Learning / **Practice activities** – application or practice of new concept after instruction

Anchoring / **Extension activities** – ongoing assignments students can work on independently throughout a unit; provide meaningful work; tie to content and instruction



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Station Teaching with a Co-Teacher 3-group/4-activities paradigm

A management strategy for organizing and teaching three small groups within a 60-minute period of time

	Activities					
	Instructional	Instructional	Learning /	Anchoring /		
	1	2	Practice	Extension		
0-15 minutes	Group A	Group C	Group B			
15-30 minutes	Group B		Group C	Group A		
30-45 minutes	Group C	Group A		Group B		
45-60 minutes		Group B	Group A	Group C		

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Vocabulary term	Visual representation
Parallel Teaching	
Definition	Personal association or characteristic

Benefits	Drawbacks



Vocabulary term	Visual representation
Alternative Teaching	
Definition	Personal association or characteristic

Benefits	Drawbacks



Vocabulary term	Visual representation	
Teaming		
Definition	Personal association or characteristic	

Benefits	Drawbacks



Vocabulary term	Visual representation
Teaching and Assisting	
Definition	Personal association or characteristic

Benefits	Drawbacks



Learning to Read: Evidence-based Practices / Instructional Strategies

	Definition	Ages/Stages of Development	
Phonemic Awareness	Ability to hear, identify, and manipulate the individual sounds in spoken words /k/ /t/ /d/ /g/ /f/ /a/ /i/	 Preschool, kindergarten, first grade Older, less able readers, depending on cognition, maturation, exposure 	
Phonics	Understanding that there is a predictable relationship between phonemes and graphemes /k/ /a/ /t/ = cat dog = /d/ /o/ /g/	 Begin midkindergarten, mid-first grade Concept mastered in two years Slightly older, less able readers, for slightly longer period of time 	
Fluency	Ability to read text accurately and quickly Silent reading Recognize words with automaticity Group words quickly to gain meaning Oral reading With low effort With expression	 Enough decodable words for simple sentences Continued practice throughout life enhances oral reading fluency and silent reading comprehension 	

Vocabulary	Words that contribute to effective communication Oral vocabulary Recognize as we listen Use as we speak Reading vocabulary Recognize as we read text Use as we write text	Birth to death Teach before reading Practice during reading Continued exposure in written text Birth to death Continued
Comprehension	Understanding meaning of text Understanding what is read Remembering what is read Communicating about what is read	 Begin in kindergarten, first grade Continue through secondary school and into adult life
Motivation	Causes / reasons to read text Ideally, • because he/she wants to read • because he/she likes to read	Begin in kindergarten and continue throughout adult life



Reading to Learn: Evidence-based Practices / Instructional Strategies

Direct, explicit comprehension instruction	
2. Effective instructional principles embedded in content	
3. Motivation and self-directed learning	
4. Text-based collaborative learning	
5. Strategic tutoring	



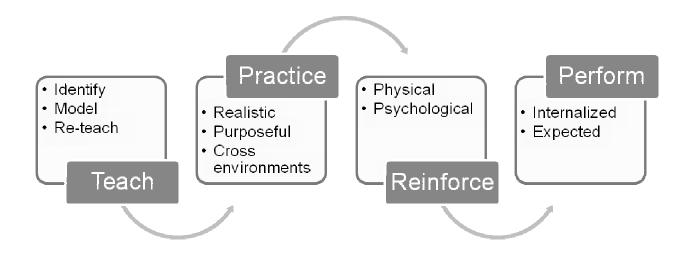
6.	Diverse texts	
7.	Intensive writing	
8.	Technology component	
9.	Ongoing formative assessment	

Math Skills Acquisition: Evidence-based Practices / Instructional Strategies

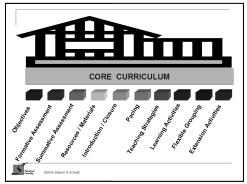
Direct Instruction			
Strategy Explicit Instruction			
Strategy Implicit Instruction			



Acquisition and Demonstration of expected Developmentally Appropriate Behavioral Skills: Evidence-based Practices / Instructional Strategies



Differentiation can occur through any one of, or any combination of...



- Content/Objectives
 What a student should know, understand, and be able to do as a result of this lesson/unit of study
- Formative Assessment Strategies/Tools Matched directly to the content/objectives
- 3) Summative Assessment Strategies/Tools/Products Matched to content/objectives and learner preferences
- 4) Resources/Materials to support student learning Matched to content and learner preferences
- 5) Introduction and/or Closure of the lesson/unit of study To engage and to connect learning
- 6) Pacing of content and activities
 Based on student level of understanding and knowledge/skill acquisition
- 7) Teaching Strategies
 Matched to content and learner preferences
- 8) Learning Activities
 Matched to content and learner preferences
- Flexible Grouping
 Matched to content/objectives and based on student learning strengths, interests, needs
- 10) Extension Activities

 To link to other content or ideas, to explore new ideas or solutions, to transfer knowledge, to share with others, etc.

(adapted from the work of Carol Ann Tomlinson)



What does differentiated instruction look like in the classroom?

	Traditional Classroom	Differentiated Classroom	
Student differences	Acted on when problematic	Studied as a basis for planning	
Assessment	Mostly summative; usually single format	Formative and summative; basis for planning instruction; multiple formats	
Sense of intelligence	Relatively narrow	Focus on multiple forms evident	
Definition of excellence	Relatively narrow	Defined in large measure by individual growth	
Student interests	Infrequently tapped	Often used for learning-based choices	
Lesson objectives	Same for all students	Accommodated based on student readiness, interest, and learning style	
Grouping for instruction	Most often whole group	Many instructional groupings are used	
Instructional materials	Use of textbooks is dominate	Variety used based on student readiness, interest, and learning style	
Focus of learning	More on facts and transfer skills to other contexts	Depth of understanding of key concepts and principles	
Assignments	Single option is the norm	Multi-option often used	
Locus of control	Teacher-centered	Student-centered	
Student behaviors	Directed by teacher	Students self-reliant and engaged	
Problem-solving and decision-making	Teacher directed	Students and teacher working together; often student initiated	
Time	Relatively inflexible	Used flexibly	

Adapted from *The differentiated classroom* by Tomlinson



5 Stages of Team Development

as they relate to co-teaching

Forming	Storming	Norming	Performing	Adjourning
—		_	+	
Size	Leadership	Role definition	Communication	Dissolve
◆General education and special education teachers ◆ Paraeducator (possible as support personnel; not planning of instruction) Role definition ◆ Where do we start? ◆ Who does what? Defining goals and objectives ◆ For teachers keeping student achievement as the ultimate goal at all times	Ownership issues generally regarding content and strategies Communication Differing styles Oral Written Body language Feedback Building toward honesty Keeping it on a professional level Conflict Style of teaching Preferred style of communication Ownership issues Precursor to trust	◆Moving toward true co-teaching Leadership ◆Shared ownership and leadership evolving Goals finalized ◆For students ◆For teachers Norms established ◆Specifics as to how we approach our roles and tasks related to coteaching (from planning to instruction to assessment) Trust ◆Foundation is created for shared respect and trust Cohesiveness ◆Approach the task as "one" ◆Foundation for shared leadership and equality as instructional leaders within the classroom	◆Complementary styles ◆Oral - clear ◆Written - efficient ◆Body language Leadership ◆Students view teachers as equal instructional leaders Evaluation of progress as coteachers ◆Revisit our roles ◆Are we adhering to our norms? ◆Are we communicating effectively? ◆Are we equal partners in this endeavor? ◆Make adjustments as needed Evaluation of impact on student achievement ◆Initiation of classroom action research ◆Make adjustments as needed	Course ended; co-teaching ended for this purpose Choose to reform Co-teach again with same content an other students Co-teach again with another content and same or other students Co-teach with another person in same or different context (Forming starts all over)

Adapted from Tuckman and Jensen





Personality Types and Team Interactions

Circle the response that is most like you when participating in a group

				, .	
Take a strong stand	Α	В	С	D	Seldom take a strong stand
People-oriented	1	2	3	4	Task-orients
Challenge others' ideas	Α	В	C	D	Support others' ideas
Show feelings	1	2	3	4	Show little feelings
Vocal	Α	В	С	D	Quiet
Warm	1	2	3	4	Cool
Like to compete	Α	В	С	D	Like to cooperate
Like to be around people	1	2	3	4	Uncomfortable around people
Like to direct others	Α	В	С	D	Uncomfortable directing others
Use gestures when talking	1	2	3	4	Use few gestures when talking
Assertive	Α	В	С	D	Less assertive
Rely on opinions	1	2	3	4	Rely on facts
Outgoing	Α	В	С	D	Keep to myself
Become excited	1	2	3	4	Remain calm
Open	Α	В	С	D	Closed
Forceful	1	2	3	4	Reserved
Responsive	Α	В	С	D	Non-responsive
Friendly	1	2	3	4	Serious
Quick to act	Α	В	С	D	Slow to act
State personal feelings	1	2	3	4	State facts
Bold	Α	В	С	D	Shy
Show emotion	1	2	3	4	Show little emotion
Active	Α	В	С	D	Less active
Developing relationship is most important	1	2	3	4	Getting the job done is most important
Active	Α	В	С	D	Getting the jo

ed from Personality Traits Test

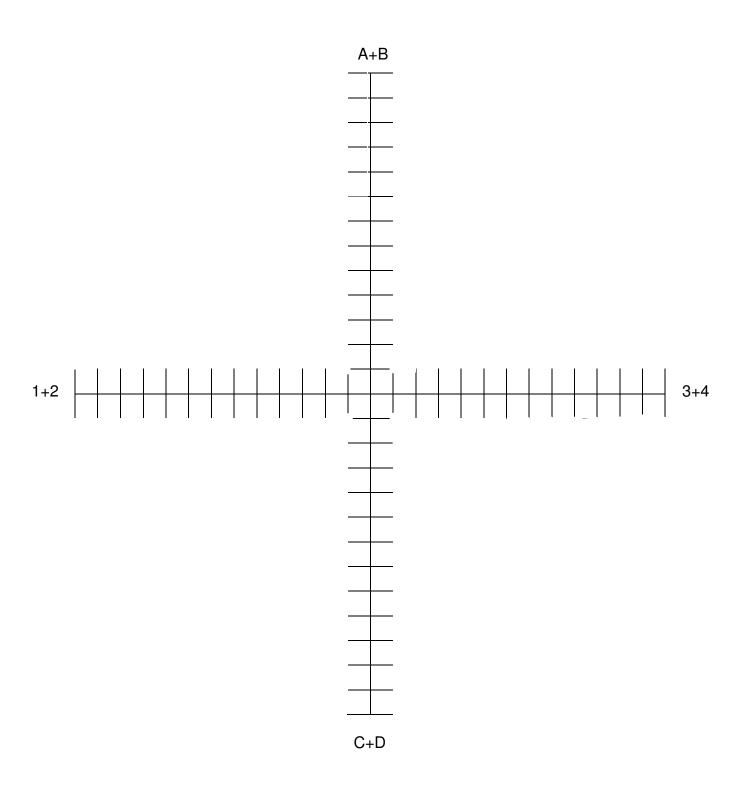
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IATA	ınıım	nor	OT:
I Ota	HILL	NCI	vı.

A + B	C + D	1 + 2	3 + 4
A T D	OTD	1 T 6	U T T



Plot your scores on the graph:

(center is 0, each intersecting line is 1 unit)





The co-teaching TEAM members?

Name	Personality Ty	/pes
	Primary	Secondary
	TEAM	TEAM
	TEAM	T E A M
	TEAM	T E A M
	TEAM	TEAM
	TEAM	TEAM

Co-teaching TEAM Analysis:

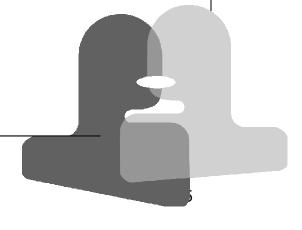
Is there a balance of personality types between/among us?

Is there a predominance of one type?

What does this mean for us as we communicate with one another?

How do we create ways to communicate effectively and efficiently so that the students are the ones to benefit from our work together?





Our beliefs: more alike or different?

Rate each statement by checking the appropriate box.

StD = Strongly Disagree

Dis = Disagree

SoD = Somewhat Disagree

SoA = Somewhat Agree

Agr = Agree

StA = Strongly Agree

	StD	Dis	SoD	SoA	Agr	StA
All students want to learn.						
All students can learn.						
How students are instructed is more important than where they are placed.						
All students, regardless of ability, have the right to learn with their typical peers.						
General education teachers and special education teachers should be jointly responsible for designing appropriate instruction for all students.						
Teachers should have different expectations for each student throughout a lesson.						
For the majority of students with behavioral problems, their behavior is more a result of a skill deficit rather than a performance deficit.						
It is the inevitability of consistent, mild consequences that shape behavior, more than the severity of a consequence.						
All students should be treated and graded alike.						
All assessments should be performance-based and not simple paper and pencil responses.			on 9 Fisher			

Adapted from DeBoer & Fister in Working Together



Planning for Parity

	What are our strongest beliefs about teaching and learning?
Beliefs	How do these beliefs impact our instructional practice?
Delicis	How do we come to common ground when our beliefs clash?
	NAME OF THE PROPERTY OF THE PR
	What will we do to clearly convey to all (students, parents, colleagues) that we have equal status in the classroom?
Parity signals	What will we do to ensure parity in planning and implementation of instruction?
	What instructional routines will we implement?
	·
Classroom	What organizational routines will we implement?
routines/procedures	What student procedures will be put into practice?
	What is acceptable an unacceptable behavior in the classroom?
	The hallways? On campus grounds?
Discipline	Who intervenes when a student displays unacceptable behavior?
	What are our general guidelines for behavior change supports and consequences?
	Acceptable levels in the classroom:
	Noise Movement
Negotiables and	Air/Temperature
non-negotiables	Light
	Etc.
	What is the best way to give each other feedback?
Reflection and	How often? Where? When?
feedback	What will be our schedule for reflection and planning?
	Adapted from Friend & Cook in Interactions



Adapted from Friend & Cook in Interactions

Consulting - Collaborating - Coaching

Adapted from Mentoring Matters: A practical guide to learning-focused relationships by Lipton and Wellman

	Consulting	Collaborating	Coaching
Initiator	Teacher asking for assistanceColleague observing need for assistance	Either or both the teacher and colleague	Teacher
Purpose	Provide information and/or technical assistance	Share ideasProblem-solve	 Improve instructional decision-making Increase reflective practice
Focus	 Specific issue that initiated the request Pedagogical knowledge 	 Support growth and improvement of practice Reciprocal 	 Nonjudgmental support Planning Reflecting Problem-solving
Direction of the focus	Consultant to teacher	Reciprocal	 Coach to teacher As relationship builds, roles can change depending on need
Actions	Providing resourcesOffering information and directionsGiving suggestions	 Brainstorming Co-planning Exchanging resources Engaging in action research 	 Learner-focused conversations Searching for insights into professional practice
Language	Telling, guiding another Pay attention to You should It is important that Keep in mind	Exploring together • We might • Let's look at • How might this affect	 Extending thought, reflection What might be some ways to What are some additional possibilities What are some connections between



Professional Relationships to Improve Practice

Level of Transfer to Practice (lowest at bottom to highest at top)					
(lowest at bottom					
Descriptor of Level	Processes to support furthering level of knowledge and skills				
Interna	lization				
Interna					
Point at which use of the concept is the norm;	Coaching and Mentoring Others				
teacher is so comfortable with the concept	Peer-coaching/Cognitive Coaching				
components that he/she cannot imagine planning	Training Others				
and delivering instruction in any other way	Individual and Reciprocal Reflective Logs/Journals Individual and Collaborative Action Research				
Integ	ration				
Point at which the teacher is fluent with the	Coaching Interactions				
concept and using all components; he/she has	Peer-coaching/Cognitive Coaching				
"tweaked" strategies to a level resulting in	Training Others				
documented higher outcomes for students	Individual and Reciprocal Reflective Logs/Journals				
	Individual and Collaborative Action Research				
Refin	ement				
Point at which the teacher has been implementing	Collaborative Interactions				
the concept for quite a while, is using all the	Reciprocal Reflective Logs/Journals				
components regularly/ daily; is now "tweaking"	Collaborative Action Research				
his/her strategies and approaches	Examination of Student Work				
Revi	ision				
	Collegial Interactions				
Point at which the teacher is implementing most	Mentoring				
components of the concept throughout a unit of	Observation and Feedback				
study and/or almost daily; at a comfort level of	Analysis of Case Studies				
owning the process; implementing with fluency	Discussions				
	Curriculum and Lesson Revision				
Mechan	nization				
	Cooperative Interactions				
Point at which the teacher is implementing parts of	Study Groups/Book Study				
the concept; not yet at comfort level that makes it	Curriculum and Lesson Revision				
mine; checking the plan or resources with	Modeling/Demonstrations				
frequency	Seeking Consultation from Others				
	Interactive Technology Modules				
Initia	ation				
Point at which the teacher knows very little about	Consultative Actions				
the concept and is somewhat uncomfortable with	Workshops/Training Sessions/Seminars				
implementation	Internet Modules				
implementation	Independent Reading				



Where are we right now as we implement the	nese co-teaching approaches?	Date:
 □ Teaching and Observing (TO) □ Station Teaching (ST) 	 □ Parallel Teaching (PT) □ Alternative Teaching (AT) 	□ Teaming (TG)□ Teaching and Assisting (TA)

this model of co-teaching and are at a point where we are still uncomfortable implement; still struggling the overall model based to the overall model based						
this model of co-teaching and are at a point where we are still uncomfortable implement; still struggling with management of time and/or shared responsibility occasionally; are not yet at a point that makes it easy or comfortable to implement student and/or shared responsibility several times; are at a comfortable with implementation; adjusting the overall model based on our current student population; implementing and are at a point that makes it easy or comfortable to implement student population; implementing and adjusting with implementation; adjusting strategies and approaches while retaining the basic model; implementing and adjusting with model extensively; are comfortable with implementation; adjusting strategies and approaches while retaining the basic model; implementing and adjusting with occasionally; are not yet at a comfortable with implementation; adjusting strategies and approaches while retaining the basic model; implementing and adjusting with occasionally; are not yet at a comfortable with implementation; adjusting strategies and approaches while retaining the basic model; implementing and adjusting with occasionally; are not yet at a point that makes it implementation; adjusting strategies and approaches while retaining the basic model; implementing adjusting with outcomes for kids (data/evidence) outcomes for kids (data/evidence) outcomes for kids (data/evidence)	Initiation	Mechanization	Revision	Refinement	Integration	Internalization
	ow very little about odel of co-teaching re at a point where e still uncomfortable	We have used the model occasionally; are not yet at a point that makes it easy or comfortable to implement; still struggling with management of time and/or shared	We have used the model several times; are at a comfort level with implementation; adjusting the overall model based on our current student population; implementing	We use the model with regularity; are comfortable with implementation; adjusting strategies and approaches while retaining the basic model; implementing and adjusting with	We are very comfortable and fluent with the model; we are seeing documented higher outcomes for kids	We use this co-teaching model extensively; are so comfortable with the concept that it is part of who we are as teaching professionals; going back to a previous model of teaching will be nearly

Co-teaching teams reflect together; indicate the level at which they are with each of the six approaches; use white space to note evidence of progress and/or support needed to move to the next higher level of implementation, as well as goals for growth in implementation



Planning for co-teaching a unit of study

Unit of study Tot	tal number of class periods
-------------------	-----------------------------

lesson topics	priority academic indicators	expected student	optimum co-teaching
1000011 topico	priority doddernie indicators	engagement	approach
		instruction practice application	Teaching and Observing Station teaching Parallel teaching Alternative teaching Teaming Teaching and Assisting
		instruction practice application	Teaching and Observing Station teaching Parallel teaching Alternative teaching Teaming Teaching and Assisting
		instruction practice application	Teaching and Observing Station teaching Parallel teaching Alternative teaching Teaming Teaching and Assisting
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		instruction practice application	Teaching and Observing Station teaching Parallel teaching Alternative teaching Teaming Teaching and Assisting
		instruction practice application	Teaching and Observing Station teaching Parallel teaching Alternative teaching Teaming Teaching and Assisting



Co-teaching approach: Teaching and Observing

Teaching	Observing
Student goals:	Who: entire classroom small group (be specific) individual student(s) (be specific)
Instructional strategies:	What:academics (be specific)
	behaviors (be specific)
Instructional materials:	Tool for data collection:
Assessment procedures and/or tools:	Our plan for reflection and planning based on data collected:



Co-teaching approach: Station teaching

Teaching	Teaching	Learning/Practice	Anchor/Extension
Student goals:	Student goals:	How and when instructions for independent learning or practice activity will be given:	How and when instructions for anchoring or extension activity will be given:
Instructional strategies:	Instructional strategies:	Materials:	Materials:
Instructional materials:	Instructional materials:		
Assessment procedures and/or tools:	Assessment procedures and/or tools:	Product completion then: turn in to teachers review with a peer store to work on later other	Product completion then: turn in to teachers review with a peer store to work on later other



Co-teaching approach: Parallel teaching

Teaching	Teaching
Student	goals:
	I
Instructional	Istrategies:
Instructiona	 materials:
matidetiona	
	I
Assessment proced	ures and/or tools:
	i
	I



Co-teaching approach: Alternative teaching

Teaching large group	Teaching small group	
Student goals:	Purpose: pre-teach supplement other	
	Student goals:	
Instructional strategies:	Instructional strategies:	
Instructional materials:	Instructional materials:	
Assessment procedures and/or tools:	Assessment procedures and/or tools:	



Co-teaching approach: Teaming

Student goals:		
Instructional materials:		

Teaching		Teaching
	Instructional strategies:	
	Assessment procedures and/or tools:	

List instructional strategies and assessment procedures; draw arrows to left or right to indicate teacher with responsibility; at end of arrow note any specific strategies to use (modeling reciprocal discussion; one teacher questions other answers; one gives verbal other a visual, etc.) or details to incorporate



Co-teaching approach: Teaching and Assisting

Teaching	Assisting
Studen	it goals:
	I -
Instructional strategies:	For which strategies may students need additional assistance?
	additional assistance?
	Specific students to check in with
	Rewording for
	Graphic for
	Grapino ioriii
	Repeated directions for
	Other
	Other
Instructional materials:	With what materials may students need
	assistance?
	Specific students to check in with
	'
Assessment procedures and/or tools:	With what parts of the assessment may
Assessment procedures and/or tools.	students need assistance?
	Specific students to check in with
	Ensure specific accommodations for



Today Flearned	
This session impacted my thinking in that	
I plan to implement so that	
I could use additional information about or supports to	
Additional Comments:	

