

# Sequencing Rationale

## **Get Staff buy-in**

The infusion of 21st century skills into a more traditional school will require a renewed emphasis on Professional Development. Many Schools that I have seen purchase the tools they need but often neglect the Professional Development that is needed to have success in the program. The first step in this program is to go out and gain buy in from staff. You need to set up visits to other successful schools. You need your district leaders to see first hand what successful teaching of 21st century skills looks like. Those individuals should be able to bring back their excitement and experience to share with the other staff in the building. If this step goes well you can move on. If it does not you may want to come up with other ways to gain buy-in from staff.

## **Plan your Professional Development**

Teachers need to be confident and well prepared to teach these new methods. Evaluate what kinds of professional development is needed to move your staff forward. You need to get a critical mass of individuals confident in what they are teaching under the new initiatives and help provide ways for them to pull other individuals along in this program. You may have to go out and purchase expensive professional development along the way. If you use a train the trainer model you may be able to maximize your expenses by putting a small group of teachers through the Professional Development and having them train the rest of your teaching staff.

## **Develop appropriate coursework**

21st century skills need new modified courses. You may want to look at what area STEM schools are doing in the way of coursework and model some of their courses. Teaching advanced Mathematics at a much early age may be appropriate and see if you can take advantage of online learning opportunities to supplement and add to your already existing group of courses. Engineering opportunities should be offered at early ages to expose them to design principles and relating math to actual projects.

## **Purchase good teaching tools**

Go out and effectively plan and maximize your resources. Find computer technology that is appropriate and search out free open source software that could help with your bottom line. Look for trends so you may be able to incorporate the same tools that the students will be exposed to in college and in the real world. Do not just purchase technology to purchase it, have uses in mind and ways to keep it up to date and under good maintenance.

## **Consistently Reflect, evaluate, and modify the program**

No program will be perfect. You should continually evaluate your program and make adjustments. Surveying your students and the community will help you get a handle on what your students are gaining through the new coursework. Regular meetings with staff members will help you get timely feedback from them on the needs of the staff members.