Most Important Strengths to capitalize on

• Broad base of knowledge
• Ability to connect with students
• High energy that can be refocused to channel into new techniques
• Depth of experience facilitates making connections for students
Most Important Strengths to capitalize on

- Passionate about using writing in his teaching
- Engaging, dramatic, interesting classroom and class
- Well-regarded by parents and alumni
- Willingness to share expertise with fellow teachers
Key motivators/Incentives

• Recognition of his expertise
• Feedback from former students and parents
• Affirmation of his brilliance
• Legacy
Biggest Obstacles

• Arrogance
• Refusal to collaborate
• Comfort zone fragility
• Self-identity strongly tied to his “performances”
• Self-absorbed
• Admiration from parents and former students
• Blames students for their lack of success
Feasible, powerful strategies likely to help this teacher build confidence and effectiveness

• Implementing new strategies will lead to improved student success
• Share strategies with teachers whose students will take his class in the future to strengthen their preparation
• Ask him to allow other teachers to observe him and have follow-up conversations
• Mandate that he observes other teachers
• Introduce him to technology: can maximize impact using podcasts, and can make him more open to new ideas
Two Year Action Plan to work with Teacher

• Find small steps to teach collaboration skills (create a “felt need” and small successes)
  • Share lessons with teachers at department meeting
  • Implement peer observations
  • Introduce him to technology
• Invite him to teach other levels (grade levels or ability levels)