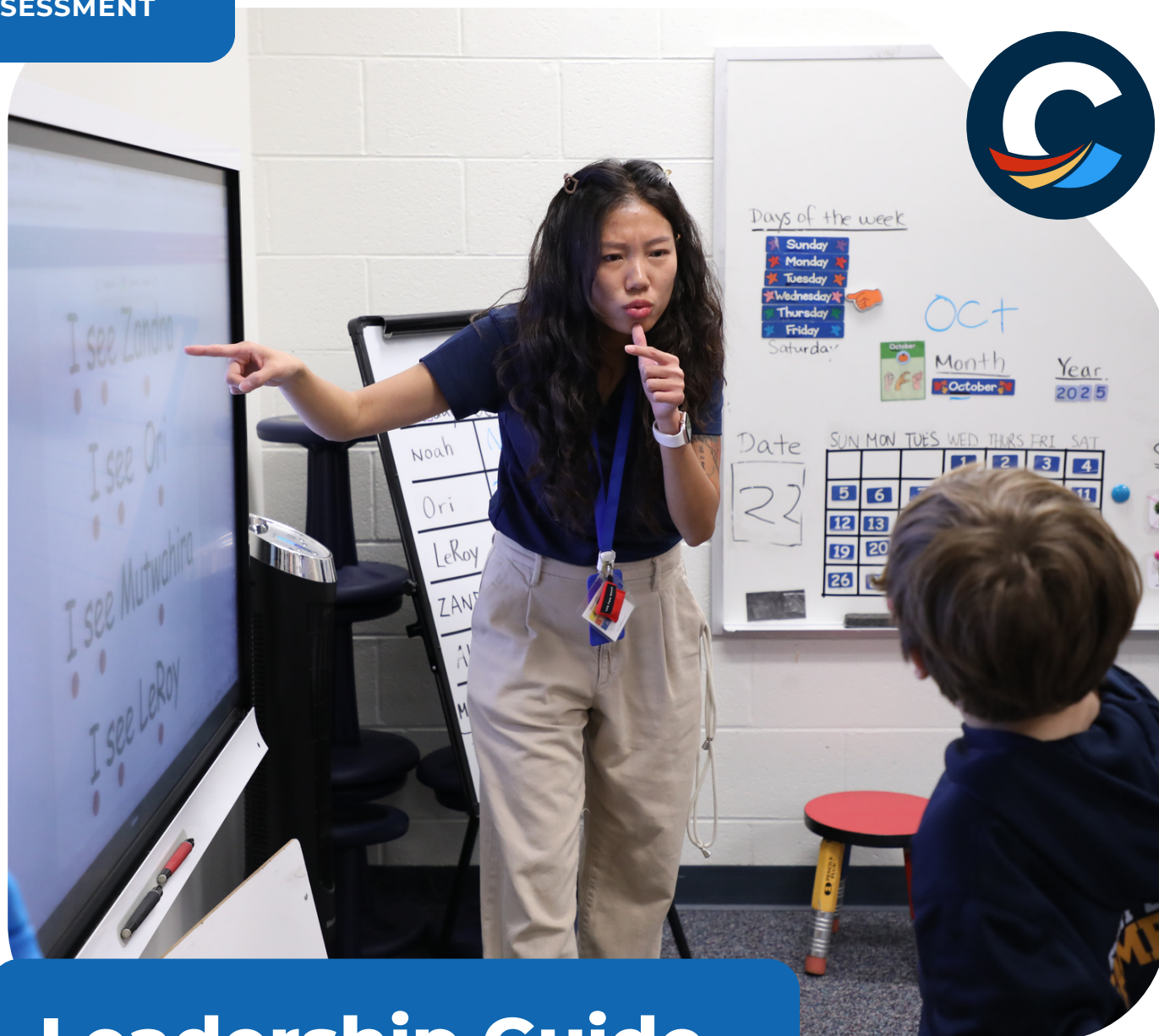




Leadership Guide

This guide is a reflective support tool that helps leaders identify schoolwide patterns, guide coaching and professional learning, and strengthen high-quality, ASL/English bilingual teaching and learning over time.

KEY COMPONENTS:

1. ASL/English Bilingual Instruction
2. Differentiated Instruction
3. Assessment Practices
4. Data Use
5. Professional Development Planning

Improvement Recommendations by Rating Level

IF YOUR PROGRAM IS EMERGING:

- Establish a shared understanding of ASL/English bilingual instruction and why both languages are essential for student access and learning
- Identify where instruction is primarily occurring in one language and begin introducing basic bilingual supports
- Introduce the concept of differentiated instruction and begin building staff awareness of diverse student language levels, learning needs and background knowledge
- Audit current assessment practices to identify over-reliance on mandated assessments and begin incorporating simple formative checks (e.g., observation, questioning, quick tasks)
- Introduce the expectation that data should inform instruction
- Provide foundational professional development on deaf and hard of hearing instructional practices and bilingual strategies (e.g. sandwiching, chaining)

Leadership Move: Shift from instruction that is hit-and-miss to instruction that is intentional, accessible and responsive to the needs of every learner.

IF YOUR PROGRAM IS DEVELOPING:

- Increase consistency in using both ASL and English within lessons across classrooms
- Support teachers in planning for differentiation that addresses student language levels, learning needs and background knowledge
- Expand use of classroom-based assessments beyond required tests and begin developing or identifying ASL and bilingual assessment tools
- Establish structures for teachers to regularly review and discuss student data (e.g., team meetings, PLCs)
- Provide more targeted professional development aligned to observed instructional needs
- Support teachers in making initial instructional adjustments based on assessment results

Leadership Move: Move from individual and inconsistent practices to aligned approaches that begin to ensure equitable access across classrooms.

IF YOUR PROGRAM IS PROFICIENT:

- Ensure instruction consistently integrates ASL/English to provide equitable access across all content areas
- Strengthen differentiation so that instruction regularly and proactively meets students' communication, academic, and learning needs
- Implement a balanced assessment system that includes ASL measures, English literacy measures and both formative and summative assessments
- Support teachers in using data to adjust instruction, regroup students, and provide targeted supports
- Strengthen team-based data analysis practices across grade levels or departments through professional development opportunities aligned with instructional priorities, assessment data trends and bilingual best practices
- Ensure consistency of access and quality instruction across all classrooms

Leadership Move: Shift from most classrooms reflecting strong practice to all students consistently experiencing high-quality bilingual instruction and data-informed support.

IF YOUR PROGRAM IS EXEMPLARY:

- Ensure bilingual instruction is seamless, with ASL and English fully integrated across all content areas
- Sustain highly responsive and proactive differentiation where all students receive tailored support before gaps emerge
- Maintain a comprehensive, validated assessment system with embedded formative practices into daily instruction
- Ensure teams regularly analyze data trends to monitor student progress, guide instruction, adjust teaching strategies and drive growth in both ASL and English
- Design ongoing data-driven professional development that is responsive to staff and student needs, leverages internal expertise, and positions the program as a model for bilingual instruction and assessment

Leadership Move: Lead with precision by sustaining a system where instruction, assessment and professional learning continuously evolve together to drive growth in both ASL and English.