Leveraging Leadership for Success!

ShowMe Conference 2017
Welcome & Introductions

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“Exceptional school leaders succeed because of how they use their time: what they do, and how and when they do it.”

–Paul Bambrick-Santoyo
Ice Storm, Airplane, & an Idea

- Learning Forward - Dallas 2013
- How to impact student achievement most effectively from the central office?
Theory of Change

- IF central office leadership prioritizes time to spend coaching & collaborating with building administrators.

- THEN teacher effectiveness will increase and student achievement will improve.
Where is this working?

http://uncommonschools.org/
Where is this working?

- JSD October 2014, Volume 35, No. 5
- “Champions of Learning” District leaders build skills to boost educator practice
- “Wisdom from the Factory Floor” For best results, limit initiatives, build capacity and monitor progress
- “Beyond Buses, Boilers, and Books” Instructional support takes center stage for principal supervisors
7 Levers

1. Data-Driven Instruction
2. Observation & Feedback
3. Instructional Planning
4. Professional Development
5. Student Culture
6. Staff Culture
7. Managing School Leadership Teams
Priority Lever

1. Data-Driven Instruction

2. **Observation & Feedback**

3. Instructional Planning

4. Professional Development

5. Student Culture

6. Staff Culture

7. Managing School Leadership Teams
Leveraging in new model
Weekly Meetings

- District admin set times in weekly schedule for each building lead and assistant administrator
- Each building admin signed up for their recurring meeting time
- Five-week, rotating cycle
Sample CO Schedule

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<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
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<td>7:30</td>
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<td>New Teachers</td>
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Beth’s Daily-Weekly Schedule

1.2.48
5-Week Rotation Schedule

- Week 1 - 10-minute classroom observations
- Week 2 - 10-minute classroom observations, brainstorm & role-play feedback meetings
- Week 3 - Observe teacher feedback meetings
- Week 4 - Culture Check
- Week 5 - Data Analysis & Review
Setting Expectations

Based on the number of instructional leaders in the school, figure the ratio of admin to teacher. Guideline from Leverage Leadership:

- 15 to 1 for **weekly** observations
- 30 to 1 for **bi-weekly** observations.

Our expectation

- Bi-weekly observations for all teachers
- As “life” happens, we made adjustments.

- Semester 1 - 7 observations per teacher
- Semester 2 - 6 observations per teacher (3 in Jan/Feb and 3 in Mar/Apr/May)
- Total - **13** observations per teacher in the district in the 14-15 school year
### Sample Principal Schedule

#### Principal’s Weekly-Monthly Schedule 2011-12
**Week 1**

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<td>7am</td>
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<td>Morning Duty</td>
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<td>8:30</td>
<td>Community Circle</td>
<td>7/8 Circle</td>
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<td>Condron, Frost, Smith</td>
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<td>12pm</td>
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Reflection / Revision

- What works about this schedule?
- What will be most challenging?
- What are the benefits?
Professional Learning for Principals

- Summer Administrator Retreat - full day of the Observation & Feedback LEVER. Use of videos to score, identify action step, brainstorm, and role play feedback.

- Monthly principal meetings focused more on observation and feedback and specific indicators.
Accountability

- NEE program dashboard (340 staff members)
- Indicator posters in building work rooms
- Documenting teacher feedback meetings
Feedback for Principals

- Informal - discussion & collab during weekly visits
- Formal - shared google doc to document meetings, share strengths and areas for growth
It might feel like this…

https://www.youtube.com/watch?v=8NPzLBSBzPI
It will be worth it!
“What really makes education effective is well-leveraged leadership that ensures great teaching to guarantee great learning.”

–Paul Bambrick-Santoyo
Questions?