

Where are you?

Which blob best describes coming out of the 2021 - 2022 school year??



The Sweet Spot

Where Instruction, Culture, and Management Collide

SCASA Summer i3



Why are you here??

Leading a school takes a multitude of ingredients - A cup of instructional practice, a tablespoon of management, a gallon of culture and climate, and a dash of humor! When the right recipe comes together, you have a sweet spot! Learn how our leadership team mixes the managerial aspects of school life, with the best instructional practices, and adds a little bit of laughter, positivity, and kindness to make our Title 1 school flourish. Participants will leave with a "cookbook" of ideas, resources, and tools needed for COOKING WITH GREATNESS as they begin their next school year.

Who are we?

Casey Davis, Assistant Principal
Twitter @TeachGrowBloom

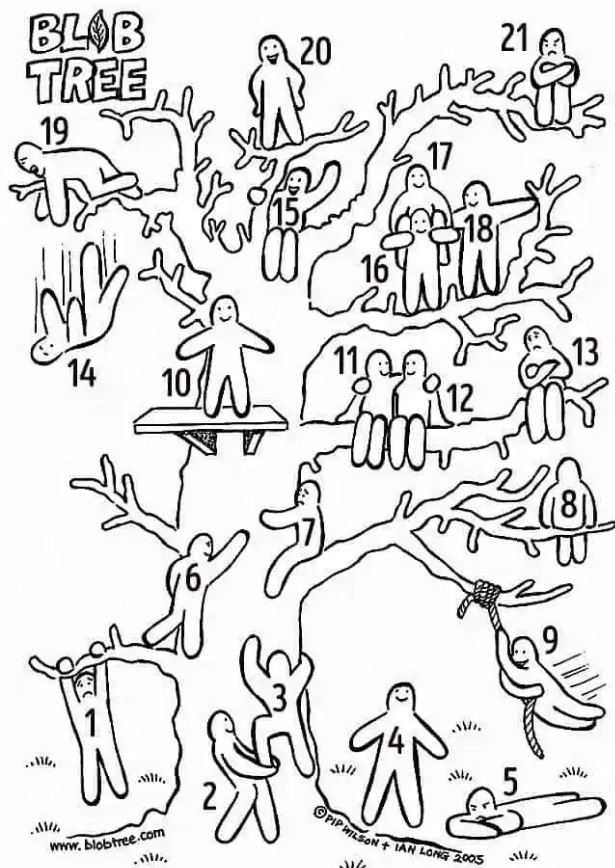
Jennifer Hamrick, Literacy Coach
Twitter @LiteracyJen

Missing Ingredients:
Stephen Deyo and Jennifer Berry



Which Blob are You?

Turn and Learn



TURN AND ~~TALK~~ LEARN



"Turn and Talk" often devolves into two people talking **AT** each other. **TURN AND LEARN** encourages active listening, real engagement, and respect for ideas.

- 1 Explain to participants that they will be responsible for collecting their partner's thoughts.
- 2 Ask participants to "Turn and Learn your partner's thoughts by asking _____."
- 3 Ask for volunteers to share their partner's thoughts with the whole group (with their partner's permission).
- 4 Follow up with the other partner to ensure that their ideas were accurately represented and if they would like to add more.

@DanielWickner identitycentered.com



Ingredients

01

Relationships

High impact = positive academic and social emotional growth

02

Questioning

Active listening requires an open mind.

03

Feedback

Good, Bad, Ugly - The moves are in the coaching

04

Fun

We work in schools - does it get better??

AND BOTTOM LINE - WE IS TIRED!

We invest so much of our time, energy and love into this work and trying to balance it all is exhausting.



Relationships and Safety

If you knew the Zombie Apocalypse was coming, what two people would you take with you? (Assume you are already taking your family.)



Psychological Safety

01

Visibility



02

Trust



03

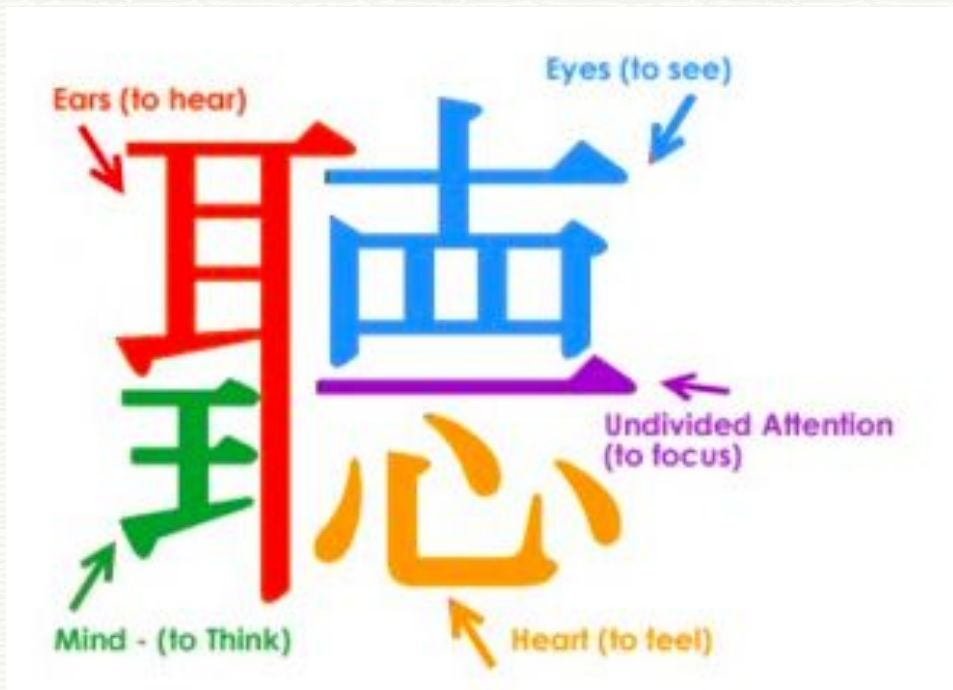
Conflict



Stories Matter, Listening Matters

Relationships also Require Listening

10 Ways to Have Better Conversations

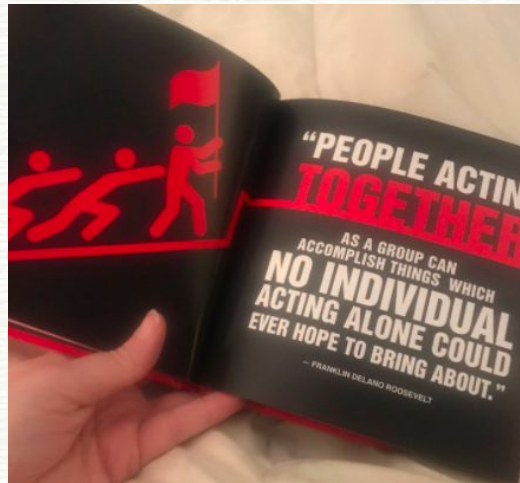
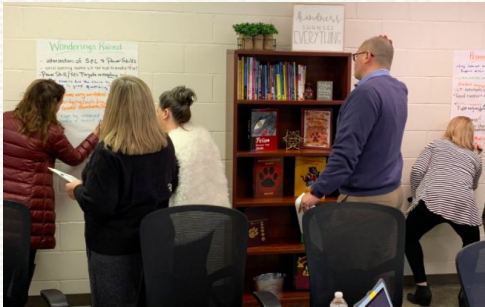


Defining Purpose, Process, Product

Purpose - Vision and Goal Setting

Process - Norming and Emotional Intelligence

Product - Student - Centered



Questions on top of Questions

The 5 Whys

Stop and Jot

Write a problem you were faced with
now or this past year.



Asking Questions about Data

Ingredients:

52 % males

48 % females

Step 1: Look at school wide data

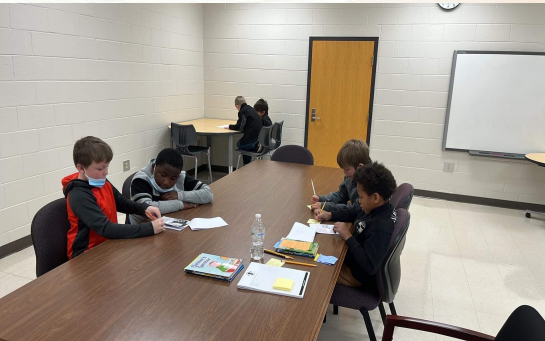
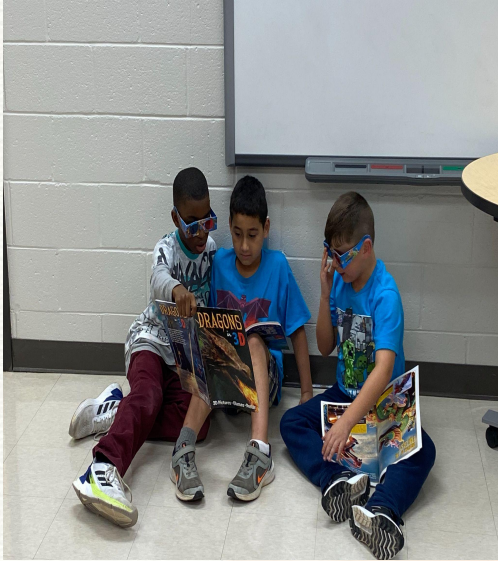
Step 2: Locate a wondering

Step 3: Discuss as a leadership team

Step 4: Create an inquiry - Ask the whys

Step 5: Get grade level on board

Step 6: Success - build reader identity; continue the legacy



Coaching Moves through Questions

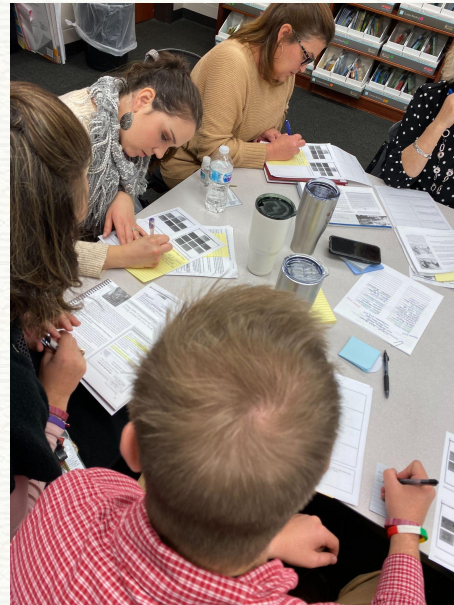
Student Centered Coaching



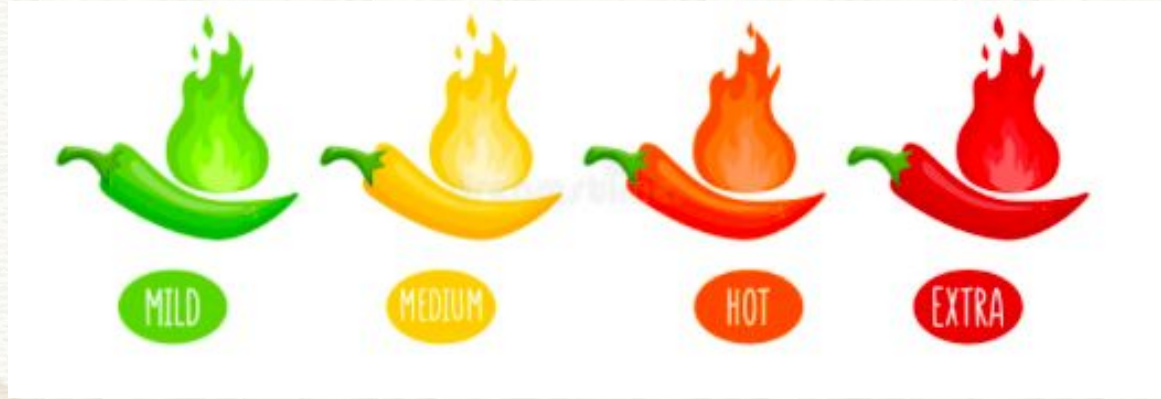
Feedback



Student Success



How Spicy are You?



Mild - I am on LOW HEAT. I don't get this!

Medium - I can do this with help or an example. I am in the MIDDLE.

Hot - I am on FIRE. I can do this on my own.

Extra - I can do this easily. I could be an EXTRA teacher!

Social Experiences Invite Feedback



How do you make a grilled cheese??



Drawings Only



Time and Space

Staff Check - Ins

Creative Planning Spaces

Welcoming the Conversation



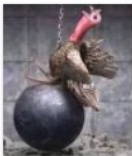
Pumped - its been an incredible start to November!



Stressed and Grumpy



Just swinging along - Happy and Content



Frustrated with this week - Over-Cooked, for sure



Magie in Coaches and Admin - The Perfect Combo

Grade-Level Learning Walk Rubric

Focus: F.I.R.E Time Grade-Level: _____ Teacher: _____

Low Inference Observations		
Key Components (Check all that apply)		
_____ Push-In Model	_____ Stations, Choice Boards, and Project-based	
_____ Small group instruction	_____ Integration	
_____ Flexible Grouping	_____ Student Dialogue	
_____ Tiered Activities	_____ Independent Practice	
_____ Goal Setting and Data Tracking	_____ Routines for self-managed classroom	
Debrief		
_____ "STARS"	_____ "STAIRS"	_____ "ADDITIONAL QUESTIONS / FOLLOW-UP"

Classroom Walk - throughs without feedback and coaching and about the visibility of the leader are one of the most unproductive practices in school systems.

Work together to wrap-around all parts of the classroom.

It's like hamburgers and fries or pickles and peanut butter.

Faculty Learning Walk Planning

Universal Motivators: (5 Minutes)

- Acknowledge teaching is a tough job. Ask the question [what inspires you to teach?](#) Share one memory or experience or a vision you have that inspired you to return to the classroom each day.
- Turn and Talk with a partner, then share with the whole group.
- Jot keep words, phrases, and ideas on a chart paper.
- Read the list collectively, identifying universals.
- Point we are here for the same universal vision:
 - To do what is best for our students. In order to do that we want to open our doors to all to allow for deep collective work towards this vision. This is the root of our work with Learning Walks.

Introduce Rubric: (5 minutes)

- Share key points of the [rubric](#) and how to use it.
- Stress that evidence is key for us to make generalizations.

Learning Walks: (20 minutes - 7 minutes per classroom x 2 plus travel time)

- Use [schedule](#) and teacher team list to send teachers.

Generalizations:(10 minutes)

- Stars and Stairs - Have teacher share evidence - Facilitator type on [this Google Doc](#)
- Collect ALL rubrics.

Debrief: (5 minutes)

- Snippets that need to be shared.
- Questions, Comments, Concerns
- Mental Health Check - [In general, how are you right now?](#) Add [post-it](#) note, with their name on the back, on the way out the door.

NEXT STEPS:

- Draft Learning Walk letter with data and next steps to be shared to be shared at Faculty in December
- Create high expectations (rigor, SEL, active management) survey for after break
- Work with Leadership to figure out what this means for Strategic Team meeting in January
- Draft PD calendar, book study work based on what we find.

Now for the fun...



Food

Everyone loves food!

Fellowship

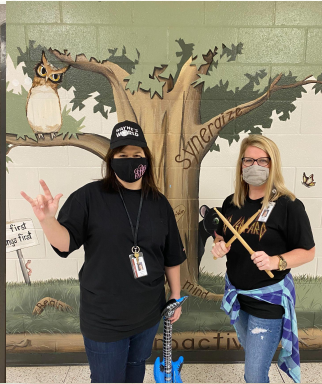
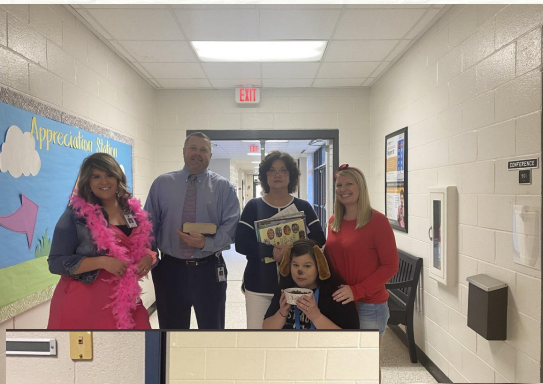
Connection Building

Any more F-Words??

Just CELEBRATE!



FUN is the secret ingredient!



Thoughts to Walk Away with on FUN!

Toxic Positivity

Toxic positivity is the pervasive mindset that, no matter the circumstances, one should always see the positive. In education, this way of thinking often reinforces the idea of teacher martyrdom (Álvarez, 2021), coaxing teachers to put their students and their schools before themselves and their own families.

HOW to AVOID TOXIC POSITIVITY

INSTEAD OF: JUST STAY POSITIVE

SAY: THAT MUST BE REALLY HARD

INSTEAD OF: EVERYTHING HAPPENS FOR A REASON

SAY: I'M SORRY YOU'RE GOING THROUGH THIS

INSTEAD OF: THINGS WILL WORK OUT/ LOOK ON THE BRIGHT SIDE

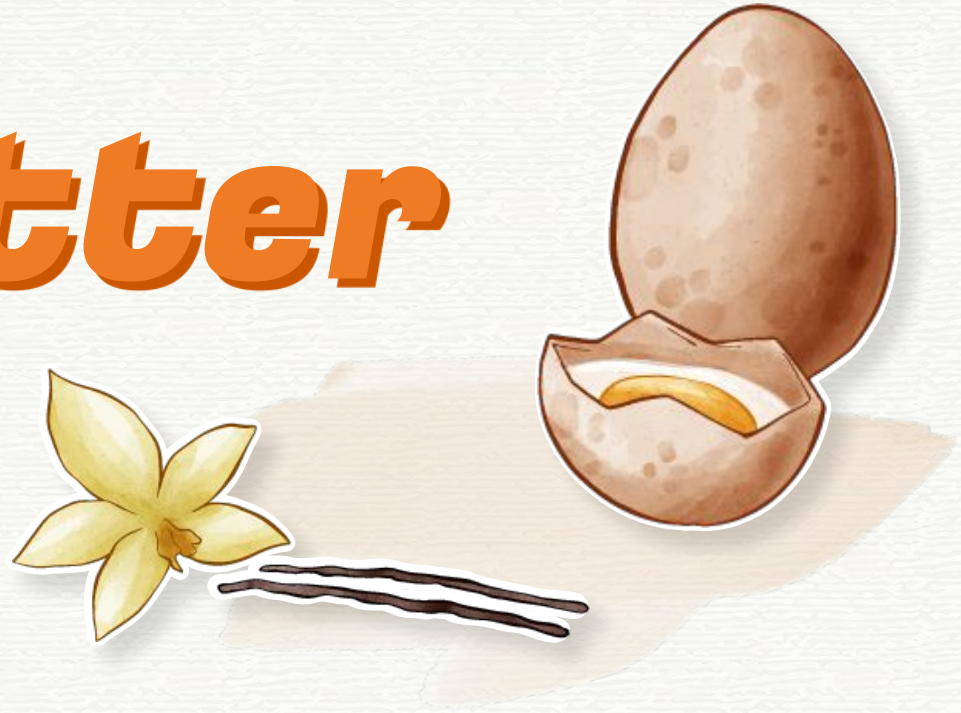
SAY: THIS JUST REALLY SUCKS RIGHT NOW. IS THERE ANYTHING I CAN DO TO SUPPORT YOU?

@avamariedoodles

Collective Teacher Efficacy (CTE) is defined as a staff's shared belief that through their collective action, they can positively influence student outcomes, including those who are disengaged or disadvantaged (Hattie, 2016).



1% Better





One Word Whip

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