



Prioritize, Stabilize, and Accelerate Success

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- **Director of Teaching and Learning**
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- **Instructional Coach**
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 - **District Administrator/Coordinator**
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Looking Back

- **Who:** Leaders as the move forward in a post pandemic world
 - **What:** Relevance and revision to **prioritize** and **stabilize** to sharpen decision making
 - **Why:** Develop priorities to **accelerate** success
 - **How:** 3 C's Framework - **Culture, Clarity,** and **Collective Efficacy**
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Session One Goals

- Discuss expectations for instructional leadership
 - Explore three priority areas; culture, clarity, and collective efficacy, that provide a solid foundation to sharpen our decision making
 - Create clear goals and actionable steps to immediately apply when they return to their district/site
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Creating a Space for Learning (*Vowel Norms*)

Ask
Questions

Engage
Fully

Integrate
New Information

Open to Diverse
Viewpoints

Utimize What
You Learn

Monitor Your
Device Use

Essential Question - *Culture and Clarity*

In an ever changing educational climate, how do I, as an instructional leader, prioritize culture, clarity, and collective efficacy?

**Focus
on the
Essentials**



Culture

Clarity

**Collective
Efficacy**



Culture

Creating an environment that exemplifies our beliefs, values, and expectations and the processes for upholding, modeling and communicating these beliefs throughout the community.

- *Shared Values and Beliefs*
- *Safe Environment for Learning*
- *Equitable and Inclusive Practices*
- *Culturally and Linguistically Relevant Resources*
- *Committed and Active PLCs*
- *Community Engagement*

Clarity

Communicating what we do, how we do it, and how we hold ourselves accountable.

- *Clear Communication across the District*
- *Immediate, Actionable Feedback*
- *Community Goal Setting*
- *Coherent Curriculum*
- *Comprehensive Assessment System*
- *Fully Implemented MTSS*
- *Collaborative Practices*
- *Learning Intentions/Targets*

Collective Efficacy

*Working together to
create a connected and
effective learning
community, committed
to our students and our
continuous progress and
excellence.*

- Focus on Learning
- Minimal Distractions
- Visible Learning
- Collective Evidence
- Effective Systems
- Continuous Improvement
- Ongoing Professional
Development

**Prioritize
and
Stabilize
the
Framework**



Culture

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Clarity

Collective
Efficacy


Culture - Gap Analysis

Culture		
Current Reality	Strategies	Vision
		<i>Creating an environment in which every student and adult feels seen, heard and valued... An environment that exemplifies our beliefs, values, and expectations and the processes for upholding, modeling and communicating these beliefs throughout the community.</i>

Culture - Gap Analysis

Culture		
Current Reality	Strategies	Vision
 <p>3 minutes Self-Reflection</p>		<p><i>Creating an environment in which every student and adult feels seen, heard and valued... An environment that exemplifies our beliefs, values, and expectations and the processes for upholding, modeling and communicating these beliefs throughout the community.</i></p>

Culture - Gap Analysis

Culture		
Current Reality	Strategies	Vision
	 <p>10 minutes Breakout Rooms</p>	<p><i>Creating an environment in which every student and adult feels seen, heard and valued...</i></p> <p><i>An environment that exemplifies our beliefs, values, and expectations and the processes for upholding, modeling and communicating these beliefs throughout the community.</i></p>

1. Quickly introduce yourself, role, district
2. Brainstorm strategies to move from your Current Reality to Vision

Share one strategy
in the chat that
resonated with you
from your group.

**Conditions
for
Reflection
&
Goal Setting**



Culture

Clarity

Collective
Efficacy

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Culture - Gap Analysis Goal Setting *Example*

Culture		
Current Reality	Strategies	Vision
Staff is feeling depleted and needs to be lifted up	<p>1 week - I will celebrate two staff members for the intentional work they are doing</p> <p>1 Month - I will celebrate all of my team/team members</p> <p>End of year - I will celebrate my principals and empower them to acknowledge their staff in the same way</p>	<p><i>Creating an environment in which every student and adult feels seen, heard and valued...</i></p> <p><i>An environment that exemplifies our beliefs, values, and expectations and the processes for upholding, modeling and communicating these beliefs throughout the community.</i></p>

Gap Analysis and Goal Setting

- Review your gap analysis
 - Identify 2-3 of the strategies to move from your current reality at your site/district to your vision
 - Set time bound implementation steps
 - 1 week, 1 month, End of the school year, Summer, Next Year
 - What are our strengths in this area?
 - What's missing and needs to be in place?
 - What obstacles you might encounter?
 - What solutions do you have for those obstacles?
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Looking Ahead

- **Implement Culture Goal Action Steps**
- **Optional coaching conversation**
- **Complete exit slip**
- **Next Session Thursday February 23rd at 10:00 AM**



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