

# FY12, Collaboration Leading to Effective Instruction

Presentation to District Administration  
September 28, 2011

Steve Atwater, Superintendent

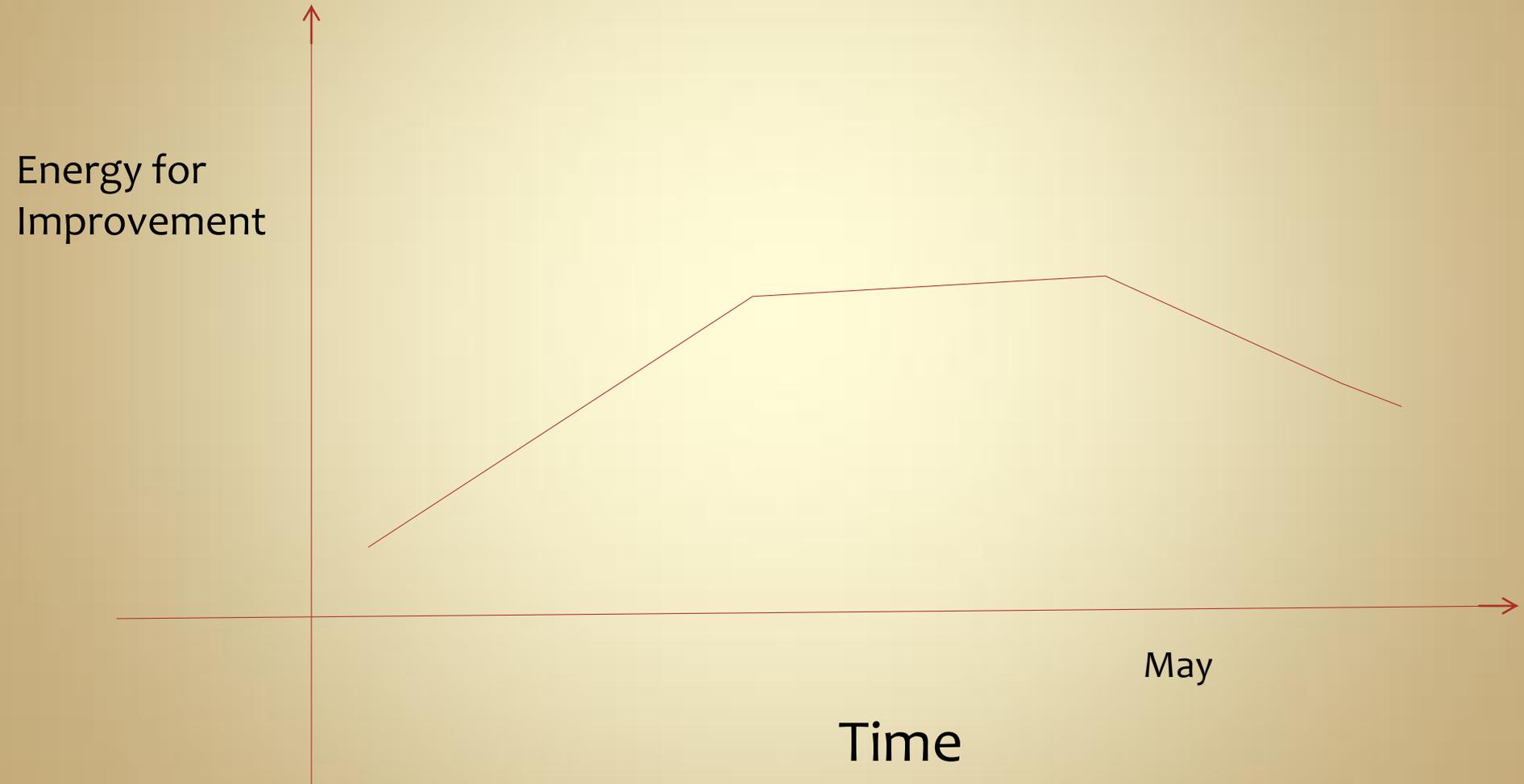


# Three Items to Cover

- Vision and school identity
- Sharing research to support three of my expectations (effective leadership, collaboration and effective instruction)
- District News

**Thanks**

# Energy and the School Year



# Vision and School Identity

- What makes your school different from the others?
  - Your school should have a vision of what it wants to be-this is part of the what makes you different or special
- What can your staff point to that is “their own?”
- Your vision need not be extraordinary
- Leadership Team’s vision is to be a high functioning collaborative team
- My vision is for KPBSD to be a world class school district

# The Principal as School Leader

## three things that must be considered

### study by the Wallace Foundation

(effective leadership)

- Setting Direction
  - Identifying and articulating a vision, fostering the acceptance of group goals, creating high performance expectations, monitoring school performance, promoting effective communication
- Developing People
  - Offering intellectual stimulation, providing individualized support and providing appropriate models of best practice and beliefs considered fundamental to the success of your school
- Redesigning your school-School Climate and Culture
  - School improvement is dependent on the motivation and capacity of you and your teachers
  - Need to foster a positive school climate, modify structures and build **collaborative processes**

Leithwood, K., Seashore K., Anderson, L.S., Wahlstrom, K. (2004). How leadership influences student learning. New York: Wallace Foundation

# Effective Leadership- Developing People

- Your job is to move people into a zone of discomfort
- Why? Human growth and development do not happen in a zone of comfort
- Stretching beyond what you know is uncomfortable

How to do this?

- \* pursue extensions of smaller tasks
- \* provide goals that build off of the skills people already possess

Treasurer, B. (2011). *Leadership's first virtue: be courageous. The School Administrator*, 8, 28-31

# Collaboration

- Where is your school with collaboration?
  - Scale of 1-10 1= don't have a clue , 10 = we can present at a conference
- Teacher congeniality is nice and important, but will not lead to the higher level of student learning
- Collaboration follows a systematic process in which we work together to analyze and impact professional practice in order to improve individual and collective results (DuFour, 2003)
- Systematic piece (the how) is the most difficult but is not (of course) the goal of collaboration
- If you do not know how to move your staff out of the congenial phase then let your director know

# 3 Ways to Promote the Effective Teacher (effective instruction)

## Professional Development

- Observing and interpreting students' work and actions is viewed as most helpful (PD focusing on methods, materials or strategies not as effective)

## Collegial Support

- Mentor or peer support network where teachers can share ideas and reflect

## Engaged Autonomy

- Encourage teachers to try it, but then be sure to debrief with them- engage the teachers in the decision making of instructional matters

# District News

- Parent Training
  - Soldotna- September 30 (District Office)
  - Seward –October 13 (Seward PD Room)
  - Homer-October 27 (High school Library)
  - Is a second training (legislative focus) needed? Ask your parents.
- Five year plan- Proposing to board
  - Admin (principals and LT) set the district goals
  - Schools set goals to meet district goals
- BP 0210a
  - Out for public comment in October
- United way
  - Look for communication from them
- TEP
  - Want to require teachers to do a TEP once every ? Years
- PowerSchool – admin view of teacher activity is available
- I am visiting schools to “talk shop” with teachers

# Watch Your Back

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*Tommy Graham*

Superintendent or Designee

Date: 9/9/11

Individual given permission to have a  
for the date of this event.

# Reference

- DuFour, R (2003). *Collaboration lite' puts student achievement on a starvation diet. Leading Edge, 24, (4), 63-64*