

# **FY12, Collaboration Leading to Effective Instruction**

Presentation to KPBSD Administration  
January 25, 2012

Steve Atwater, Superintendent

# This morning's presentation

- Motivating your staff and making your school your school-what is your school's vision?
- Making the rounds-an idea for district level improvement
- Subtleties of fostering a growth mindset
- Culture of your school and hiring
- Leadership and sticking your neck out

# Your vision should identify items for improvement

- Vision is what you want to become- working toward it is a long term process. A vision helps you to create a roadmap for how to get there.
- Vision should be designed to be met in pieces
- Narrow your steps on one problem of practice. For example a school-wide focus on math vocabulary- make this the priority- this is the piece to help you realize your vision

# Motivating Your Staff

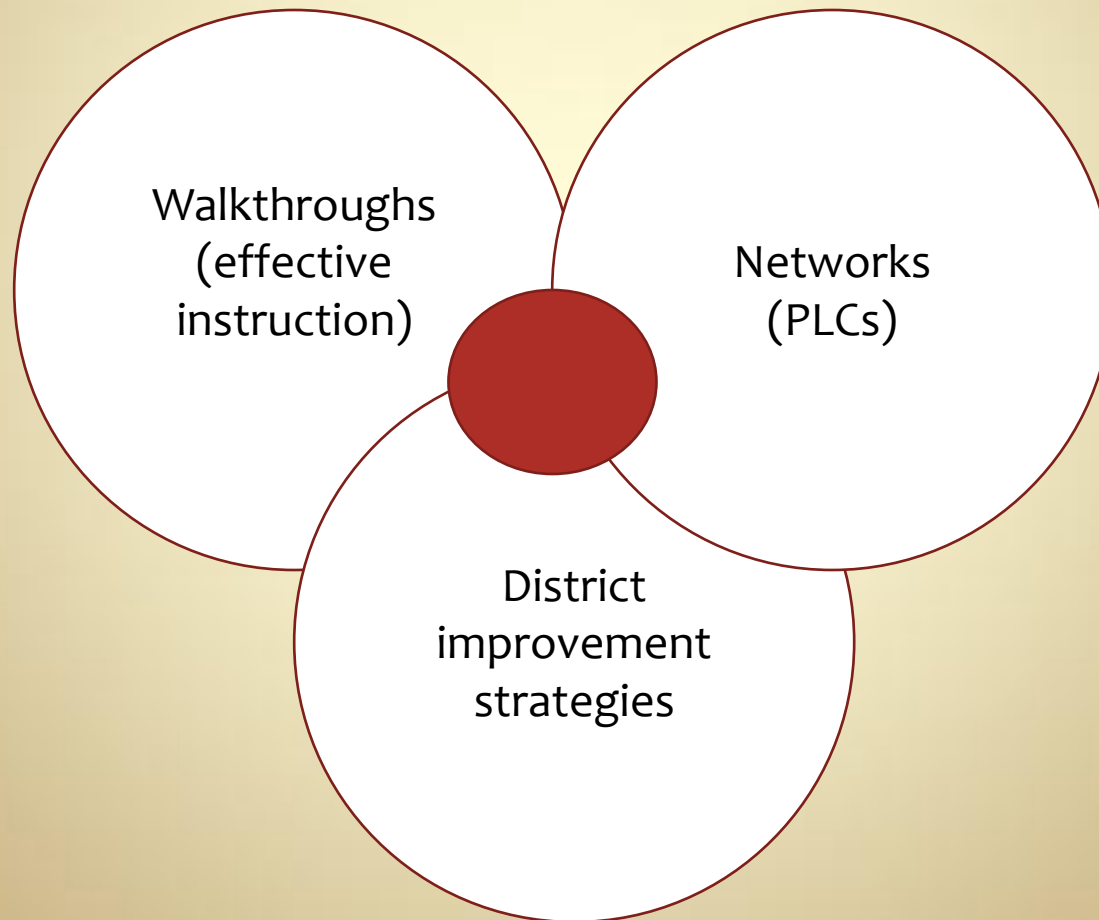
- You are responsible for creating a school environment that will motivate your staff
- A staff that has a vision with distinct goals will be more motivated than one that does not- collaboration is more meaningful if you can point to where you are going rather than just changing a flat tire
- Your school's identity and your school's vision-what makes your school special?
- Example- our vision is to be a school that accurately reports student learning

# Improving KPBSD's Instruction- we need to tie it all together

An approach to make this happen

Instructional Rounds in Education

(City, Elmore, Fiarman and Teitel 2010)



# Driving Force Behind Rounds

- We need a better organizational Process- to focus on common problem of practice- district involvement with school improvement
- Rounds, a four step practice
  1. **Identifying a problem of practice**- a network convenes to examine problem. Example: reading comprehension is poor, while decoding skills are good
  2. **Observation**- network splits up and spends 20 minutes in several classrooms observing practices associated with problem
  3. **Debrief**- full network convenes to analyze what was observed- look for patterns, areas of needed improvement
  4. **Network** makes recommendations on next level of work

# Growth Mindset is Key for Every Employee

- An employee with a fixed mindset is not going to help your school improve
- If not making mistakes, not taking initiative- you need to encourage this
- Messages that we are sending to our kids- you can develop, you are not fixed-encourage this to happen
- Praising student intelligence backfires- places them into a fixed mindset- praise the process that students engage in
- Start of a unit- does teacher convey that this is something that everyone can learn- build the confidence in the students to risk

## **School Culture- your new hires are a critical next step to meeting your school vision**

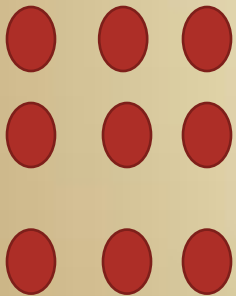
- When filling an opening, you must look for more than a good teacher- you need someone who is willing to embrace your vision
- Getting the right people on the bus-we will create the applicant pool through a screening process



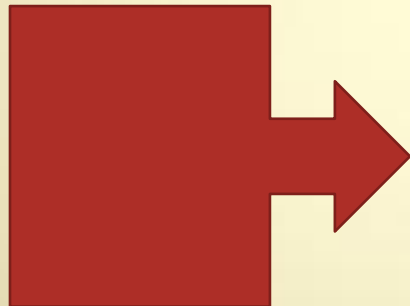
# Hiring for FY13

FY13 hiring, a chance to affect the culture of your school; getting the right people on the bus

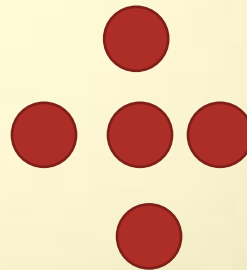
Applicants



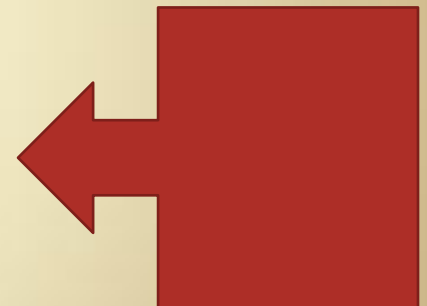
Screening



Eligible Candidates



Principals hire



# District News

- Staff welfare- what are you doing to keep a positive school climate? February funnies are here
- 13 grant- just learned that we will be benefitting from an 13 grant that will provide teacher mentors for our new hires- we are looking to hire a mentor coordinator and two mentor teachers for this grant
- Budget introduced in full to board on 2/6- maintains existing class size with expectation of more local revenue, but is based on a \$2.5 million deficit
- Unknown level of revenue and expenditures (salaries) for FY13 makes this budget fluid

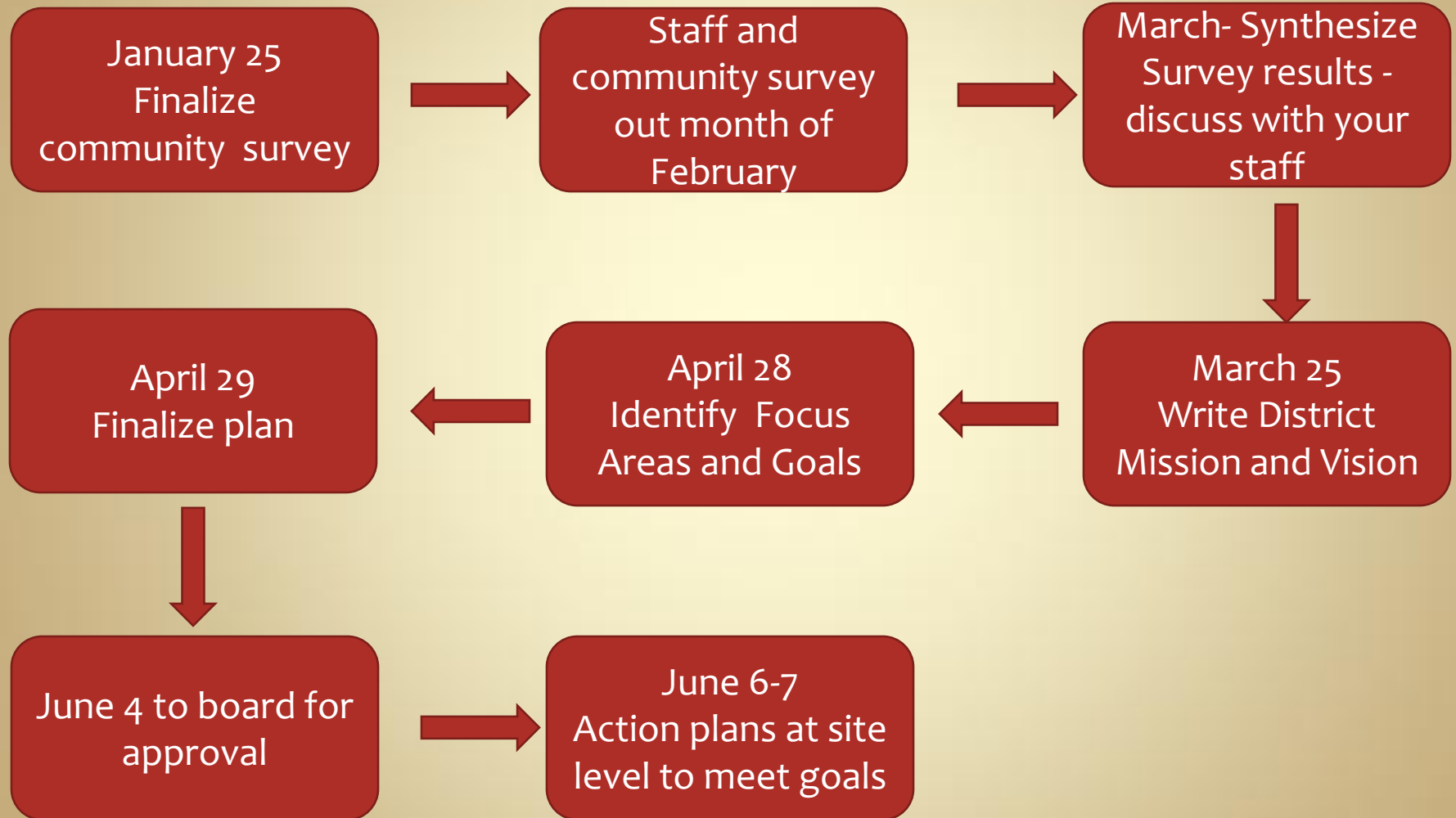
# Take Aways from Applying to ASD

- Sticking your neck out- leadership is about taking risks- we need to model this with our staff.
- Everyone in this room is charged with not letting the equilibrium of our school/district culture weigh us down

# Only two changes to the Principal Ranks for FY13

- Monica- asterisk on the resume
- Bob- thanks for your good service to the district and the students of Tustumena Elementary
- Jason and Bob – Happy Birthday (tomorrow is the day)  
What better present could you ask for than an Admin meeting on your birthday?

# Process for the Revision of our Five-Year Plan



# Process for Finalizing Community Survey

1. Review your designated section
  1. What's missing?
  2. What does not make sense?
2. Come up with ideas for final section
3. Send to Steve
4. Review group work
5. Comment
6. Survey out to public- link on our homepage
7. Your Job
  1. Ensure that you mention the survey in newsletters, site councils etc
  2. One month window to get it done