

Letting Success Lead

Florida Charter School Conference
October 19, 2023

Florida Charter
Institute

Powered By
 Miami Dade
College



Paul Powell

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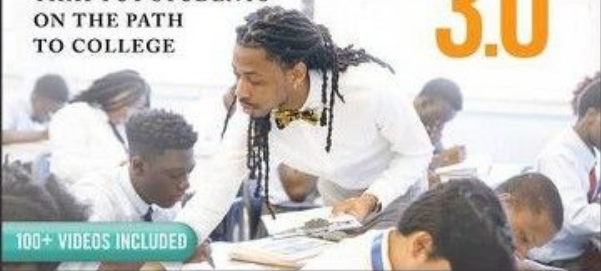




DOUG LEMOV
Teach
LIKE A
CHAMPION

63
62 TECHNIQUES
THAT PUT STUDENTS
ON THE PATH
TO COLLEGE

3.0




100+ VIDEOS INCLUDED

Uncommon
Schools | Change History.

JOSSEY-BASS
A Wiley Brand

30+ VIDEOS INCLUDED

FOREWORD BY DOUG LEMOV
PAUL BAMBRICK-SANTOYO



**LEVERAGE
LEADERSHIP 2.0**

A Practical Guide to Building Exceptional Schools

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Schools | Change History.

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35 VIDEOS INCLUDED

PAUL BAMBRICK-SANTOYO

FOREWORD BY JON SAPHIER

A 90-DAY PLAN FOR COACHING NEW TEACHERS

**GET BETTER
FASTER**



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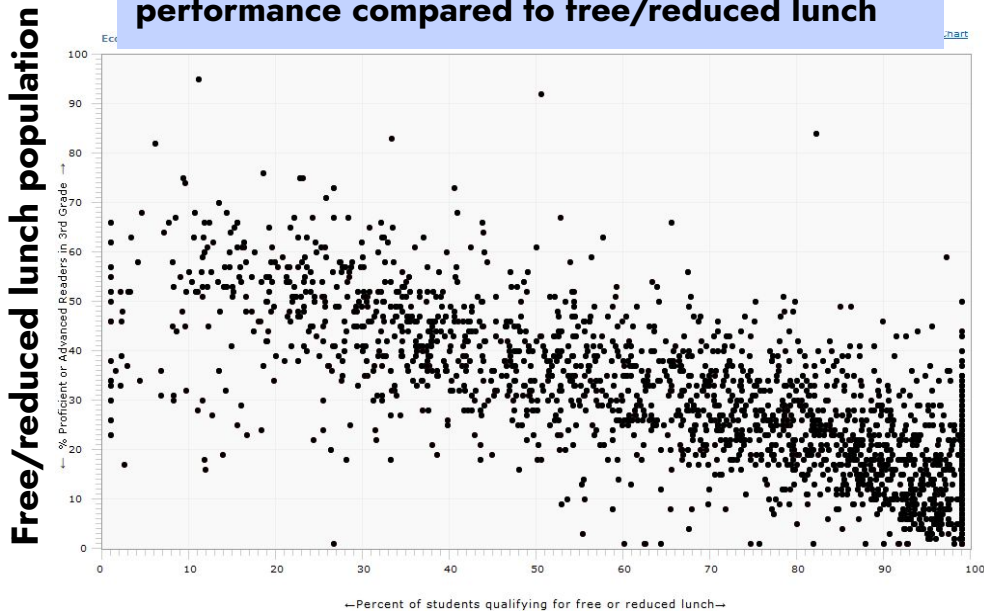
A local (and national) education story

Student performance and socioeconomic status



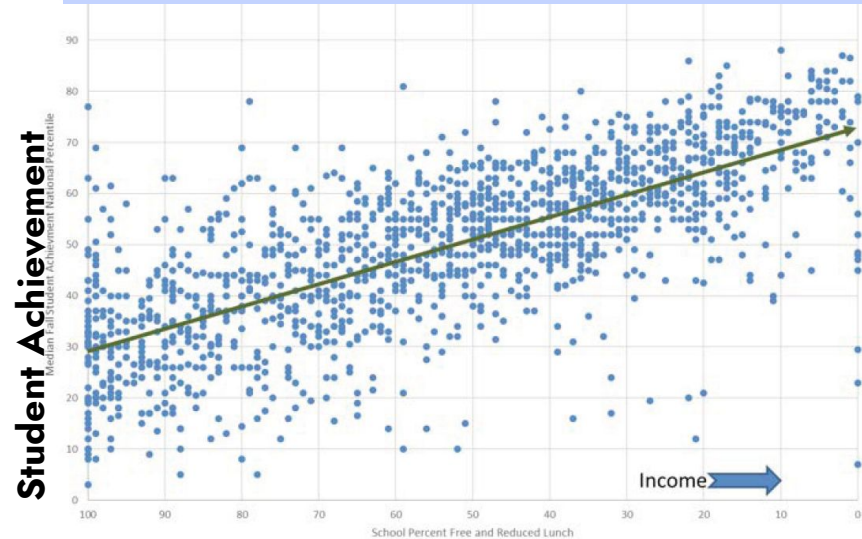
- **Reflection:** What stands out to you as you look at these graphs?

2019 Florida 3rd grade literacy state exam performance compared to free/reduced lunch



Literacy Proficiencies

2018 NWEA study: "Evaluating the Relationship between Poverty & School Performance"



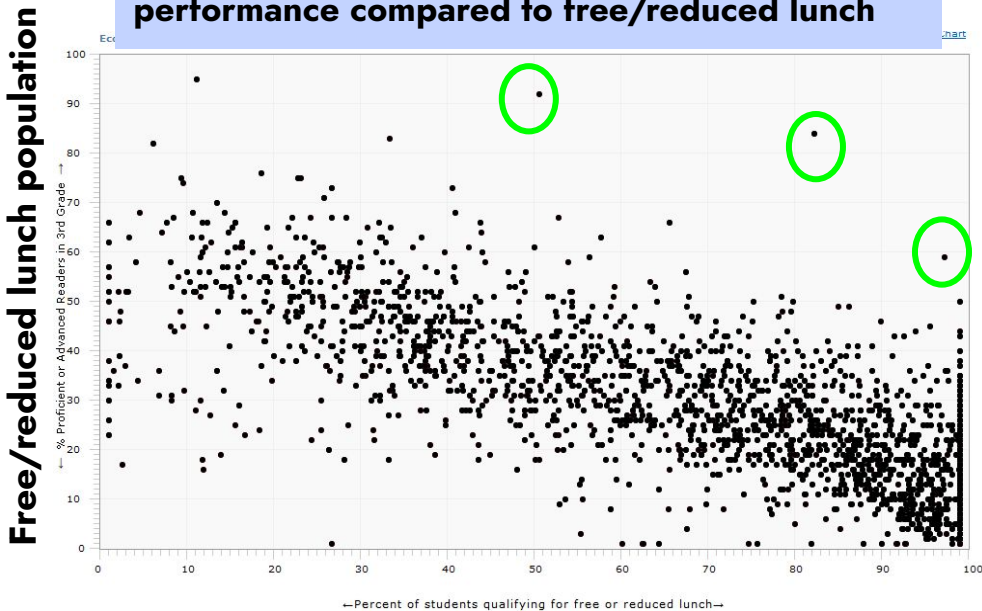
Family Income

But what if we focused on success?

Another way of looking at it



2019 Florida 3rd grade literacy state exam performance compared to free/reduced lunch



2018 NWEA study: "Evaluating the Relationship between Poverty & School Performance"



Family Income

Solutions to our problems exist.

We just need to uncover them.

What is proven to work?

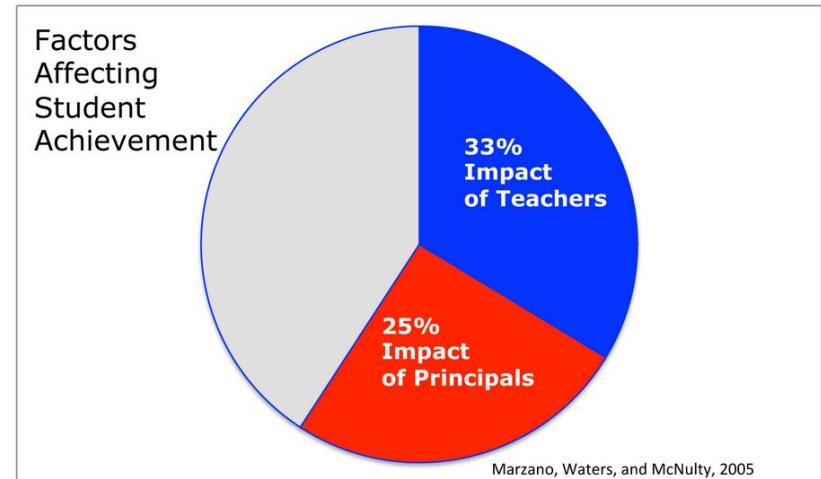


- Study champion instructors
- Gather artifacts AND footage
- Codify solutions and create a shared vocabulary
- Develop leaders
- Develop teachers
- Constantly iterate and create new innovations

What is proven to work?



- Study champion instructors
- Gather artifacts AND footage
- Codify solutions and create a shared vocabulary
- Develop leaders
- **Develop teachers**
- Constantly iterate and innovate



Marzano, Waters, and McNulty, 2005

Professional Development

How Does Professional Development Impact Student Learning & Outcomes?

- Out of 20 data sets examining the impact of PD on student learning, 18 showed a positive impact.
- Studies with 14 or more hours of teacher PD showed significant improvements in student performance.

How Does Professional Development Impact Student Learning & Outcomes?

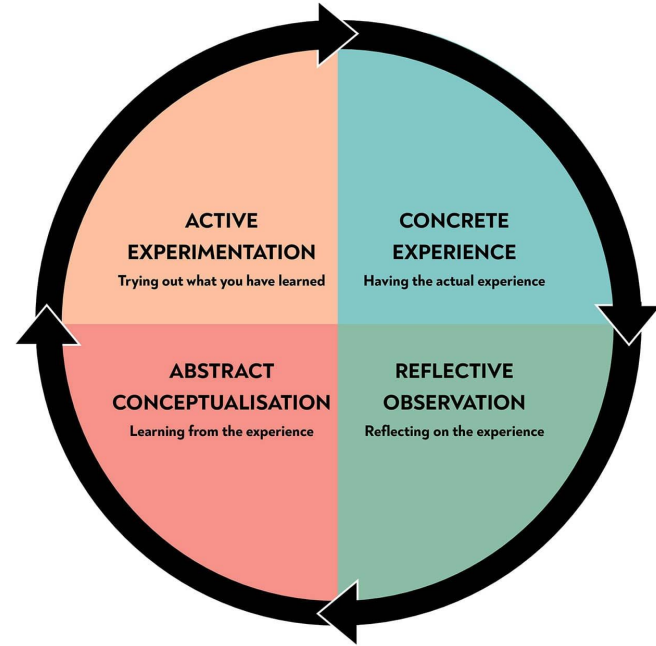
But we also know that PD quality is inconsistent at best.

- Studies with 14 or more hours of teacher PD showed significant improvements in student performance.

Kolb Cycle



- Research supports effectiveness of this cycle with adult learners
- Learning from the exemplar is one variation of this model



Steps to Learning from the Exemplar



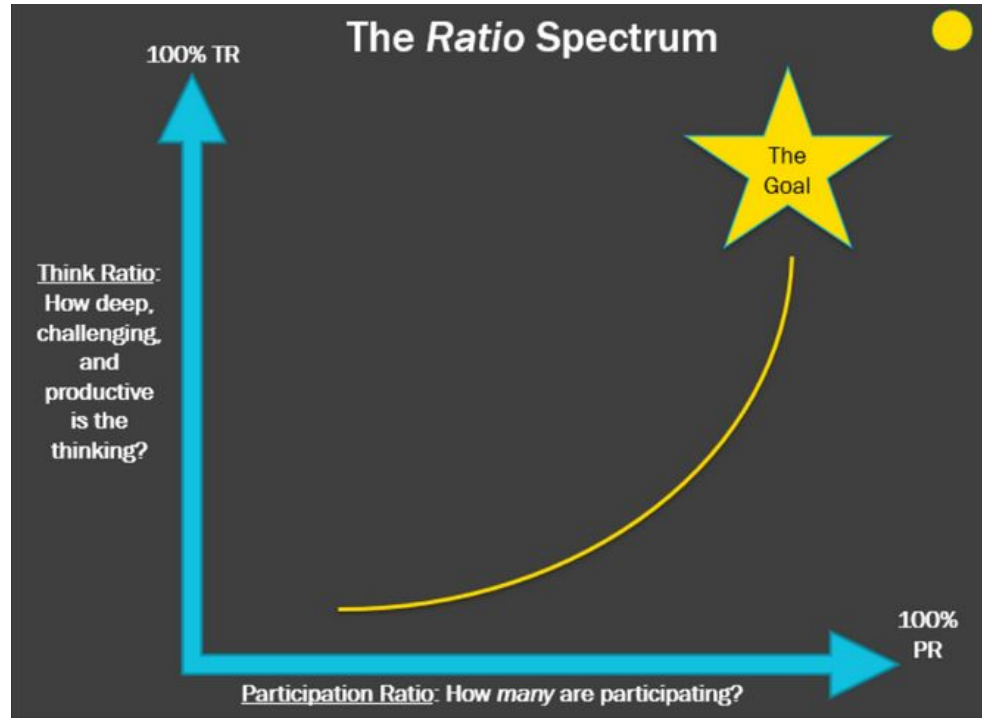
- **See It** - model or show footage; learners analyze the model
- **Name It** - codify technique(s) in shared vocabulary and key tenets
- **Do It** - bite-size practice; learners plan and then implement the techniques live and receive feedback from a master
- **Follow up** - learners implement within the scope of a full lesson rehearsal or real lesson; leader monitors implementation and shares feedback if applicable

Let's Try It - "Ratio" Example



Context: Leader wants to develop teachers' ability to deliver high ratio instruction.

As a refresher...

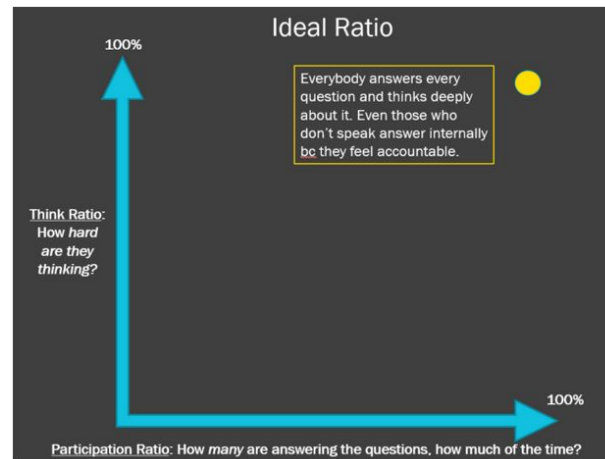
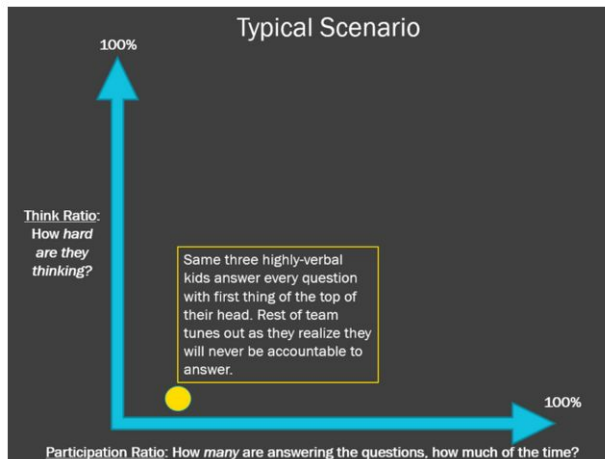
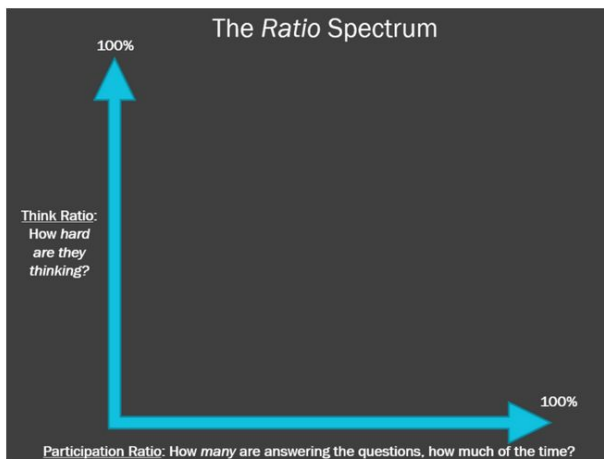


Let's Try It - "Ratio" Example



Context: Leader wants to develop teachers' ability to deliver high ratio instruction.

As a refresher...



Begin Scene



See It



As you watch, **reflect**: What evidence of think ratio do you see in this clip? What actions does Jessica take to increase the participation and think ratio in her class?

Uncommon Impact

Jessica Bracey

North Star Middle School
Grade 5 Writing

Everybody Writes Clip 1792 "Listen, things have changed."



3 “paths” to Jess’ high ratio:

- **Writing:** launch with an “Everybody Writes” to get all students in the room engaging with the content
- **Questioning:** use a variety of questioning strategies, including turn and talk, cold call, right is right, and stretch it
- **Discussing:** prioritize student conversation and voice by ensuring multiple students speak consecutively without teacher voice

Do It (Planning) - Ratio



Your Turn!

- **[3 min] Choose a Lesson Activity to Propel Ratio**
 - Identify a lesson activity for an everybody writes - discuss sequence within Monday's lesson materials
- **[5 min] Script Ratio Moves**
 - Directions for the everybody writes
 - Calling sequence (turn & talk, cold call, hands), questions, and follow up sequence

Do It (Practice) - Ratio



Your Turn! In trios...

- **[2 min] Share context**
 - Share relevant lesson context with your partners:
 - The EW/discussion question
 - What partial answer, all-the way there answers might sound like
- **[4 min] Take it live!**
 - “Teachers” mimic authentic discussion by sharing both partial and all-the-way answers
- **[2 min] Feedback**
 - Use feedback cheatsheet on pg. 6 of your handout
- **[2 min] Redo most challenging moment**
- **[10 min x2] Switch Teachers**

End Scene

Reflect as a Leader



Now, put on your leader hat:

- What makes this “see it, name it, do it” structure effective?
- What element(s) are you most eager to add to your leadership practice?



Name It



See It -

- Video or live model that offers a true exemplar
- Demonstrates transferable technique(s) that can be implemented by others
- Is fun and inspiring!

Name It -

- Offers shared vocabulary for ongoing learning, coaching, and development
- Language is catchy and memorable, increasing likelihood of retention

Do It -

- Gives an opportunity for authentic practice and feedback
- When applicable, gets increasingly complex
- Ensures all teachers participate and are accountable

Do It - Apply to your Leadership Context



Plan a future development opportunity for your team:

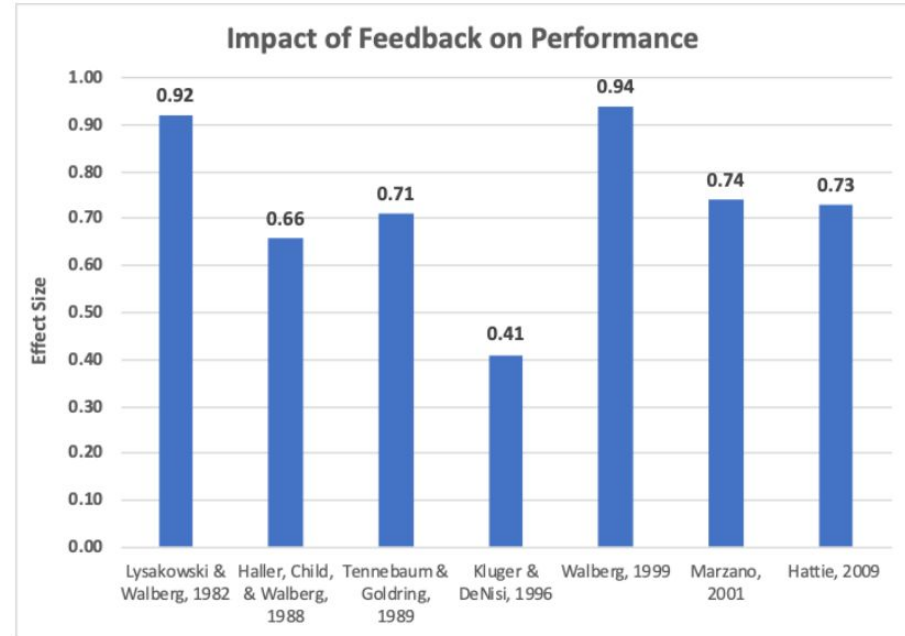
- **Determine development opportunity**
 - **Leaders:** What instructional practice would your teachers benefit from receiving via a professional development session?
 - **Authorizers:** What is a component of the charter application or renewal process that charters struggle with?
 - **Operators:** What is operational practice your team could grow in?
- **See It - How will you model it?**
 - Is there an exemplar document/resource/teaching that highlights this practice?
- **Name It - What shared language will you use?**
 - How would you codify this practice?
- **Do It - What will the practice look like?**
 - How can I isolate the skill or practice in the time available to me?
- **Push Ahead:** When could I train on this?

Teacher Coaching

Going Beyond Professional Development



- “Professional development effectiveness suffers if administrators do not assess whether the teachers are implementing the training correctly in their classrooms...Feedback is one of the most powerful tools available to principals for improving performance.” (Fink & Markhold, 2011; Kluger & DeNisi, 1996)



Setting the Scene



Context - Ashley has just named the teacher's action step:

Monitor student work during independent practice by:

- **Identifying 1-3 components of mastery you will look for**
- **Marking every student's paper as you circulate (check for correct; circle point of error if incorrect)**
- **Collecting data on your clipboard for each student**

She has also given the teacher time to plan so she can practice monitoring live during their meeting.



See It



As you watch, reflect: What's powerful about Ashley's coaching?

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Schools | Change History.

OF-204-Anderson



Practice Authentically

- Use the teacher's classroom and/or real student work if possible.

Multiple Rounds of Practice

- Quickly intervene if practice needs improvement, and repeat until the practice is successful!
- If teacher continues to struggle, model the skill for them.

Lock it in & Follow up

- "How did we meet our action step?"
- Plan for observation & real-time feedback: set a date
- Plan follow up tasks (observe a master teacher, film self, etc.)

Teachers are the backbone of our student success.

If we develop great teachers, we are building great schools.



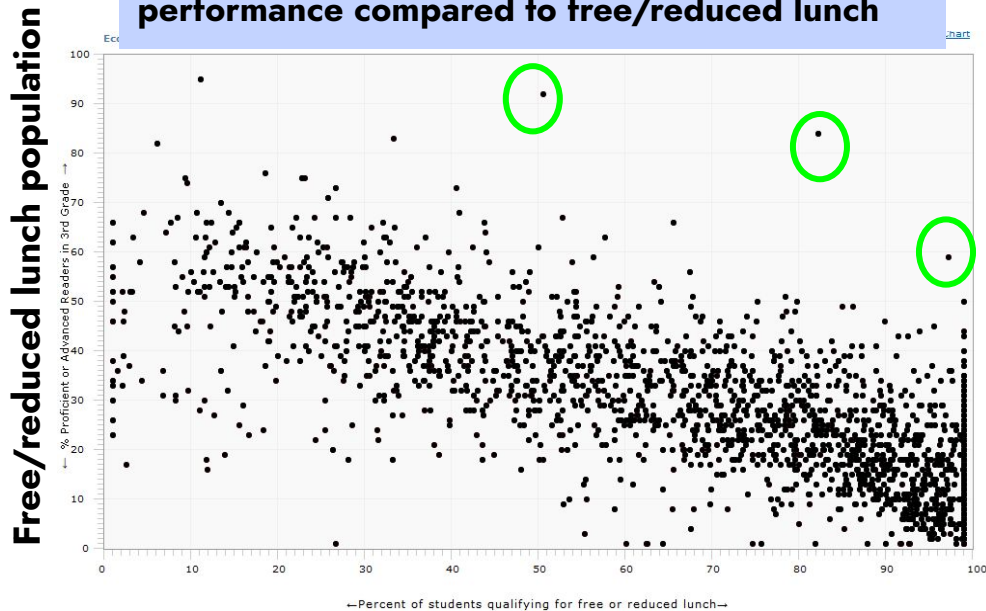
- What are your top takeaways about raising student achievement in our schools?
- What could the Teaching, Learning, Leadership pillar of the Institute best support you with? What additional questions do you have have?



Learning from Success



2019 Florida 3rd grade literacy state exam performance compared to free/reduced lunch



2018 NWEA study: "Evaluating the Relationship between Poverty & School Performance"

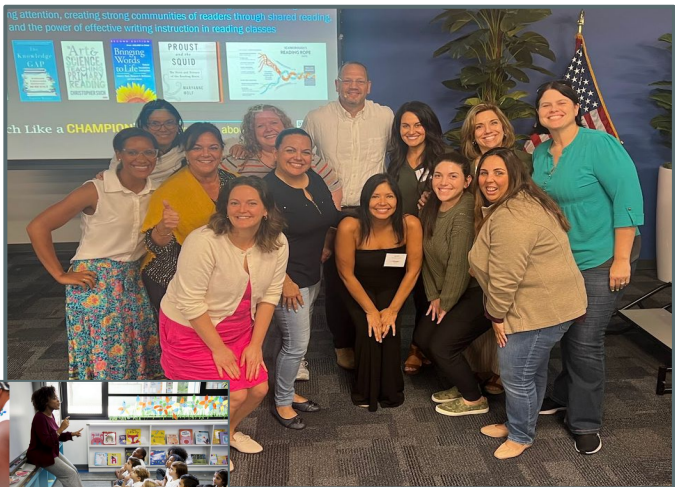


What's Ahead for FCI?

FCI's Instructional Launch



To serve as Florida's premier hub for charter excellence and insight by providing research-based best practices, resources, and support.



Leverage Leadership Institute

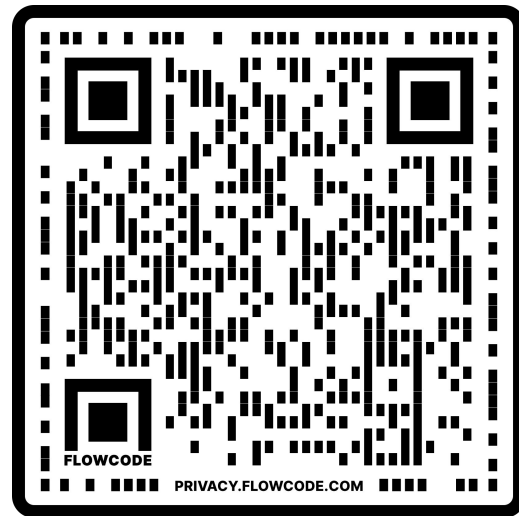
Training leaders with a proven track record of success in their local districts to achieve excellence in the levers of leadership, and teach others to do the same.

What's Next for Teaching, Learning, Leadership @ FCI



Sign up for our inaugural 23-24 Teacher Working Group!

WHO	Teachers of all contents, gradespans, and experience levels!
WHAT	A professional learning group focused on the core tenets of instructional practice: exemplary lesson preparation, purposeful monitoring, and facilitating high-ratio, rich discourse.
WHEN	Quarterly Zoom: October 26th , Dec., Feb., April; 3:30-5:30 p.m
WHY	We're bringing best-in-class trainings inspired by top national charters and ed trainers
Misc.	Heavily discounted registration – \$350 for the year Priority in 24-25 FCI offerings, including new WGs & Fellowships



What's Next for Teaching, Learning, Leadership @ FCI



Sign up for our inaugural 23-24 Leader Working Group!

WHO	School leaders (principals, APs, or equivalent) of all experience levels!
WHAT	A professional learning group focused on the core tenets of school leadership: observation-feedback, weekly data meetings, coaching secondary leadership, and strategic planning.
WHEN	Quarterly Zoom: October 24th , December, February, April
WHY	We're bringing best-in-class trainings inspired by top national charters and leadership educators
Misc.	Heavily discounted registration – \$350 for the year Priority in 24-25 FCI offerings, including new WGs & Fellowships

