From Raytown to El Do

Building Teacher Leaders

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Link to Handouts & Documents

https://goo.gl/1w26Pq

Vision and Direction

- **To create a group of teacher leaders** at every building for the purpose of supporting instructional change and improvement
- **To support a group of teacher leaders** that can work together with administration and colleagues to promote a new curriculum and the kind of instruction needed to make learning successful for kids
- **To maintain a group of teacher leaders** that can act as building mentors through model teaching and instructional innovation
- **To encourage a group of teacher leaders** to identify new leaders and to coach them into leadership roles (ongoing process)
- **To provide a group of teacher leaders** opportunities to model effective instruction, lead by example, and to facilitate the learning process for themselves and their colleagues

National Teacher Leader Standards

The teacher leader model standards can be used to guide the preparation of experienced teachers to assume leadership roles such as resource providers, instructional specialists, curriculum specialists, classroom supporters, learning facilitators, mentors, school team leaders, and data coaches (Harrison & Killion, 2007).

http://www.teacherleaderstandards.org/downloads/TLS_Brochure_sm.pdf

Focus Domains for Teacher Leader Academies

Three -

- Collaborates with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals;
- Provides constructive feedback to colleagues to strengthen teaching practice and improve student learning;

Five

- Increases the capacity of colleagues to identify and use multiple assessment tools aligned to state and local standards;
- Works with colleagues to use assessment and data findings to promote changes in instructional practices or organizational structures to improve student learning.

Teacher Leader Model Standards

Professional Development & the Research

Raytown - Research Beginnings
Teach Like a Champion 2.0 - Doug Lemov

Techniques vs. Strategies)

El Dorado Springs - Research Beginnings

Visible Learning - John Hattie, Ph.D.
Collective Teacher Efficacy - 1.57 effect size
Teacher Estimates of Achievement - 1.62 effect size

Both -

Killion et. al. (2016). *A systematic approach to elevating teacher leadership.* Oxford, OH: Learning Forward.
What systems will you put in place to begin a teacher leader program?

Raytown - Vision

Assumptions	Vision
❖ It was your choice to be here ❖ You possess this knowledge and skill ❖ You are the “BUS” and in the right “SEAT” ❖ You are more comfortable with change than most **and can be flexible** ❖ You are a positive and solution oriented ❖ You are collaborative and invite questions and discussion ❖ You are comfortable with your success and failure and can learn equally from both	❖ To provide Teacher Leaders at each building to facilitate professional learning in a way that is conducive to the school community’s needs ❖ Build the trust and collaboration necessary to move teaching and learning forward ❖ Improve student achievement through meaningful and engaging instruction by teachers committed to Raytown student

Dr. Christian's Vision

Assumptions	Vision
• Develop a process that increases collective teacher efficacy • Build on the collaboration from 2013-2016 • Balance District PD Vision with Building's Autonomy	• Building Self-Efficacy in Teachers • Improving Teaching and Learning in the Classroom • Developing Building Level Experts in District-Wide Initiatives

Reflection

What questions do you have about the vision of teacher leadership?

What Do We Do

Program Organization (Nuts & Bolts)

Raytown Now

Teacher Leader group 130 leaders strong

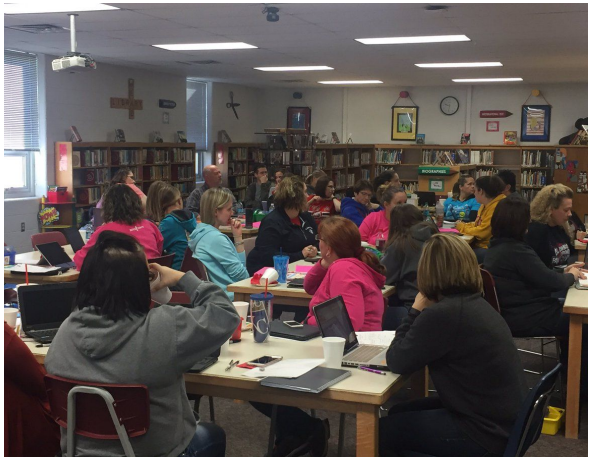
Stipended position for learning, planning and mentoring

Four whole group meetings each year and district support for leaders for individual buildings

Funding from the building and district Committee for Professional Learning (CPL: 1% Money)

Summer Curriculum and Instruction Summit

EI Do Now



Eight Teacher Leaders - selected by Building Principals

Stipended position

Receive instruction in District-wide Professional Development Initiatives (Inquiry Process)

Plan and then Lead District-wide Professional Development in their respective buildings

Meet 6 times a year with Assistant Superintendent and Outside Consultant

Funded through Title II.A - more explanation later

Reflection

Where are you now?

Do you need a systemic approach to development teacher leaders?

What will be your first steps?

How can we help you?

Nuts & Bolts

How did El Do take a Large School Model and adapt it to a Small Rural School?

An urban program working in the country?

- How did we do this? (Program Design)
  - Developed program outline and reviewed Title II.A Budget to determine if program would be sustainable
  - Wrote program guidelines and collaborated with Superintendent and Building Principals on how to implement the program
  - Worked with building principals to identify the Teacher Leaders and hired an outside consultant to help organize and deliver the PD to the teachers
- Is the program sustainable? (Leveraging District Assets for Teacher Leaders)
  - Look at the funding sources available to you
  - ***Do you have fluff that could be used for something new?***
  - ***Do you have programs that are no longer effective and need to change (not the sacred cows)***
  - Reworked the Title II.A budget and re-allocated $20,000 of the budget to pay for program implementation

Reflection

What issues do you see may need to be addressed before you can start a Teacher Leader Academy?

Measuring Effectiveness

Raytown & El Do

- Establishment of Measurable Goals for Each Building
- Observation and Reflection by Teacher Leaders before and after each PD Session
- Survey to Teachers and Principals

Reflection

Do you feel that you can fit into this vision?

Where and how?

If not, why?

Do you feel that this vision is feasible given the resources and focus necessary to support it?

Q & A

Questions for Dr. Pyle or Dr. Christian

Questions for our Teacher Leaders

You Can Contact Us Anytime!

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Thank you for coming today!
For more information on our programs, contact us anytime!