

Elk Grove Associate Feedback
School: Arlene Hein ES
Associate: Ginny Mahlke

Visit 1: 10/11/2016

What was accomplished?

In the afternoon session, I asked teachers what was going well with their collaboration and what they needed to change or improve. The responses stimulated a lot of good discussion about what teams are actually doing in the time allocated for collaboration. I also gave them a basic overview of the PLC process, focusing on the 4 critical questions

What are the next steps?

Each team representative left the afternoon session with a "take away" - something they wanted to take back to their team and encourage the team to do or to adopt as a practice. At the next visit, I will meet with all the teams throughout the day.

What homework was assigned?

I asked people to be prepared to have someone on their team report back on the take away - what have they done differently as a result of our work today. Lynne Mayer, the principal, and I will talk about the focus for the grade level meetings in November.

Visit 2: 11/2/2016

What was accomplished?

Each team came with a learning goal they were working on. I had sent Lynne Mayer some templates and protocols for moving from a standard to the assessment and for looking at student data. Each team either broke the learning goal into learning targets with I CAN statements or looked at determining levels of proficiency for the assessment they had created. Each team left with information/suggestions to consider. They had their early out today so the conversation continued in the teams.

What are the next steps?

The next steps are to have teams reflect on the learning from today, either as it pertains to taking standards and turning them into learning targets or determining criteria for proficiency on assessments they had given or will be giving. They will come back on January 10 ready to talk about what they did with the information they took from today's meeting. In addition we are looking at having each team bring student work next time. Our conversation now is how we make the data analysis meaningful when different teachers are at different stages in the curriculum.

What homework was assigned?

Homework is to take the information from the meeting today and apply it to their collaborative team meetings. On January 10 we will talk about what they have done and how it has affected their collaboration.

Visit 3: 1/10/2017

What was accomplished?

I did see progress with almost all of the teams. They showed evidence of working together to examine standards and analyze the results of their assessments. I could see how some teams were making the transition from doing the work out of compliance and becoming committed to the PLC process as a way to improve their instruction and to provide support for struggling and excelling students. Each team left our meeting with a next step to report on in March.

What are the next steps?

The principal is anxious for teachers to examine student work more than they are now. This is difficult when it's a year round school because the entire team never has their data at the same time. I want to work with teams to develop common rubrics, common mastery criteria, and common protocols for administering assessments (do they read them to students? - how much scaffolding do they provide? - do they administer approaching or on - grade level assessments?)

What homework was assigned?

As stated in #6, each team left our meeting with a next step to work on. Some of the teams generated their own next steps, which I see as a very positive step in their taking ownership of the PLC process and its work.

Visit 4: 3/22/2017

What was accomplished?

All the teams brought their SMART goals, in whatever form they were. Some teams had worked through the entire process; some teams had made a start and some teams hadn't even identified the standard they wanted to base their SMART goal around. It was all fine because each team made progress and basically left the meeting with a SMART goal worded correctly and teachers were clear about what their next step should be.

What are the next steps?

I suggested to the principal that their next step should be to establish a school-wide SMART goal in math, reading and writing to start the next school year. Then she can ask each team to develop a SMART goal in reading, writing and math for each trimester. The goal would support the school-wide goals.

