

Elk Grove Associate Feedback
School: Arthur C. Butler ES
Associate: Joe Cuddemi

Visit 1: 10/4/2016

What was accomplished?

1. Met with Christine for the first 30 minutes to gain insight and context into the school's place on the PLC journey. 2. Met with the leadership team of teachers for the majority of the day: started with questions (successes/challenges) to begin the conversation; clarified what a PLC is and is not; engaged in protocols to explore GAN; transforming the school's culture emerged as a high need; clarified the roles and responsibilities of the leadership team in the PLC process; solicited input for next steps. 3. Debriefed with Christine and also shared tools, templates, resources and protocols for future work.

What are the next steps?

1. Share with all staff what was discussed today to build shared knowledge. 2. The leadership team will facilitate a jigsaw of an introductory PLC article with their grade level teams to build common language, common understanding and common purpose. Solicit questions and concerns from grade level teams from the PLC article share and then bring those questions to our next meeting in December. 4. Use the Learning By Doing continuums, specifically "a focus on learning" in conjunction with conversations regarding the "math gen" program. 5. Next meeting will focus on how to develop a cohesive leadership team and address school culture issues. 6. Subsequent meetings will focus on the consensus process and effective teaming.

What homework was assigned?

See #7

Visit 2: 12/6/2016

What was accomplished?

We met with the leadership team and processed the grade level team successes and challenges since my last visit, as well as, expectations and needs for the day. We discussed the school improvement process and need to address/balance the cultural and structural shifts. We focused on the 3 Big Ideas, the 4 Essential Questions and the 18 Critical Issues for Teams. We discussed the rationale, criteria and process for determining the essential standards to be assessed with team developed common formative assessments.

What are the next steps?

Christine and I met afterwards and discussed next steps: understanding the consensus process; building a cohesive leadership team; unpacking essential standards; developing learning targets and common formatives; building a positive culture to support the PLC implementation.

What homework was assigned?

N/A

Visit 3: 2/23/2017

What was accomplished?

1. We examined cultural issues such as: the difference between a healthy school culture and a toxic school culture; common language; building consensus; simultaneous tight and loose decision-making; the difference between PLC lite and a true PLC; assessing all practices and procedures to ensure alignment with "all students learning at high levels"; strategies to deal with resistance and the use of protocols to problem solve and discuss difficult to discuss issues.

2. We also examined the technical/structural issues such as: GVC; CFA's; and RTI.

What are the next steps?

1. Continue to model the use of protocols to deepen understanding of the PLC process.

2. Vertical alignment of the essential standards.

3. The process for developing team-created common formative assessments and then using the results to improve instruction and identify students who need additional support/challenge.

4. Identify the norms that address disagreements and violations of team norms.

5. Celebrations of student learning and adult learning.

What homework was assigned?

N/A

Visit 4: 4/4/2017

What was accomplished?

1. The leadership team shared successes and challenges and we discussed how to overcome the obstacles.

2. We focused on the process for continuing to build shared knowledge and laying the foundation.

3. I used a variety of protocols to model and ensure consensus.

4. The team developed an action plan to bring further coherence and alignment of practice with purpose.

What are the next steps?

The team now has an action plan consisting of next steps, who is responsible, timelines and assessing effectiveness for the implementation of their foundation. The goal is to use this work to build shared knowledge, and as the lens for day-to day decisions, practices and procedures. Christine expressed an interest in continuing the partnership.

What homework was assigned?

N/A