

Elk Grove Associate Feedback

School: Edna Batey ES

Associate: Joe Cuddemi

Visit 1: 10/3/2016

What was accomplished?

We had four meetings. The first hour, Bob and Jason shared with me more of the school's context and current reality. I shared possible processes that would help get to next steps. The next two hours we met with the PLC leadership team. These educators attended the SLC PLC Institute last year and are very excited to continuously improve the PLC process. I used protocols to gain insight into their expectations, successes, challenges, fears, and hopes for their school, the PLC process and their students' learning. Integrated into our dialogue were possible strategies to build shared knowledge with all staff and input for my next visits. The next two hours we met with a combination of the PLC leadership team and with members of the "traditional" leadership team. We continued the reflective dialogue and clarified PLC concepts, terms and processes along the way. The last hour, I met with Bob and we planned out options for the next three meetings. I also shared with Bob strategies, resources and tools to support him, the leadership team and the staff between my site visits.

What are the next steps?

Next steps are to create a cohesive leadership team, build shared knowledge among all staff (and an understanding of the consensus process) and lay the foundation (MVGG effective communication and conflict).

What homework was assigned?

Bob agreed to read the PLC model school profiles on allthingsplc.org that shared similar demographics as Batey. He also is going to explore ways to share with all staff...the PLC Intro article and the purpose, process and results from today's meetings.

Visit 2: 12/7/2016

What was accomplished?

I met with the leadership team and we started by processing the successes and challenges that each of the grade level teams had since my last visit. We discussed and did activities using Lencioni's work for building a cohesive leadership team based on an understanding of trust, conflict, commitments, accountability and results. We probed deeper into the 3 Big Ideas and the 4 essential questions and did a self-assessment of the the 18 Critical Issues for Teams. Through-out the process I used/modeled protocols for professional conversations and reaching consensus.

What are the next steps?

Bob and I met one-on-one afterwards and processed next steps/homework. I shared with Bob free Solution Tree resources that he could use with staff to continue the conversation and build shared knowledge among all staff. We discussed that my next two visits need to address tight/loose decision-making, essential standards, learning targets, proficiency levels, common formatives and how to create a culture of commitment vs culture of compliance.

What homework was assigned?

N/A

Visit 3: 2/24/2017**What was accomplished?**

1. We met with each of the grade level teams K-6. After my last visit, Bob and I agreed to provide the teams with an opportunity to reflect and record their team's successes and challenges with the support of some guided questions. The teams' reflections prompted our discussions for the day.
2. We met with each of the teams for about 50 minutes. The conversation consistently centered around the four critical questions.
3. I shared strategies and protocols to determine essential standards, learning targets and common formative assessments, in particular, within the context of a "tracked/year-long" schedule.

What are the next steps?

1. Teams agreed to experiment with action research regarding the processes and protocols mentioned above.
2. On the next visit, we will meet with the leadership team and gather feedback from this action research and then develop a plan for the 2017-18 school year that includes a grade-level/school-wide intervention plan to support students who need additional time/support or challenge.

What homework was assigned?

N/A

Visit 4: 4/19/2017**What was accomplished?**

We met with the leadership team. The team members shared team successes and challenges since the last meeting. The goal was to equip the teacher leaders with the skills and resources to overcome obstacles. We addressed norms, consensus, protocols to keep team meetings focused, tight and loose decision making, laying the foundation, conflict and resistance.

What are the next steps?

Bob and Jason are doing a wonderful job building trust, a positive climate and healthy school culture. Bob, Jason and I processed after the leadership meeting some possible next steps including...continue to clarify the work of teams, explore time options for the leadership team to meet, continue to develop a glossary of terms to build common language and understanding of the PLC process, continue to support and monitor teams and stay focused on seeking evidence of student learning.

What homework was assigned?

N/A