

Elk Grove Associate Feedback

School: Florin HS

Associate: Dennis King

Visit 1: 9/28/2016

What was accomplished?

I visited collaborative team meetings and met with various leadership teams in the school. The team leaders were able to share challenges and questions moving forward in the school. The faculty does not have a common understanding of the work. They have collaborative time 2X/month as the teachers do not feel collaboration is important and rarely benefits student learning.

What are the next steps?

The principal is going to create a guiding coalition prior to our next meeting. Additionally, the November 9th session will be divided into two sessions, AM - work with the guiding coalition and PM, work with the instructional team (which included coaches). The agenda will focus on team foundations and the work of teams.

What homework was assigned?

The principal will be working to select a guiding coalition for our next session.

Visit 2: 11/9/2016

What was accomplished?

I visited two PLC teams during the designated collaboration time on Wednesdays. The school allows teachers to meet in their teacher teams twice per month and the other two weeks of the month are spent in an office hour arrangement. I observed math and world history and the majority of their work was lesson planning or discussion upcoming events. The remainder of the day was working with two small groups of teachers. The 2.5 hour AM session was with two ELA and two math teachers. We discussed the overall process of teams, shared strategies to help with faculty engagement and assessment information as a product to help teams move forward. The afternoon 2.5 hour session was with three teachers, science, agriculture and sped. It was a similar conversation with little expectation for next steps. The teacher feedback was very positive as they feel their teams are stuck and we explored a variety of strategies to help them move forward.

What are the next steps?

The next session is scheduled for February 1, 2017. This session will be formalized training with math and ELA teams in the morning and social science and science teacher teams in the afternoon. The focus will be on assessment and next strategies to help teams create a common product aligned to their teams SMART goal. The focus is primarily the work of teams focusing on the four critical questions of collaboration in a PLC cultured school.

What homework was assigned?

No specific homework was assigned

Visit 3: 2/10/2017

What was accomplished?

The day was spend meeting with two teams. The morning session was math and the afternoon was social science. The content of both meeting focused on the work of teams, aligning to formative assessment, development of SMART goals and clarification of essential standards. The teams at Florin did not have as specific focus and both groups of teachers were very positive about next steps for their team.

What are the next steps?

The teams will move forward to create common assessment aligned with the essential learnings. The next meeting will be with two new groups, ELA and science to help refine and support their collaborative process in the school. The same content will be discussed as shared during session 3.

What homework was assigned?

None

Visit 4: 4/26/2017

What was accomplished?

The day was divided into two half day sessions. The morning session focused on the science department and afternoon ELA. The focus on both session was targeted towards enhancing their collaborative structures and clarifying the focus of teams and the products they create. The science department was engaged in the formative assessment conversation and proper team configuration of the various teachers. Currently, teachers meet every other week and on multiple teams. Several products were shared with the teachers and they were extremely interested in enhancing their work moving forward. However, they struggle to teacher the same unit at the sam time (standard by standard). It was a great session and we established a discussed the need for common and and sharing for students.

The ELA focus was directed towards team foundations. The teachers shared that during their meetings there's little commonality and agreement on the curriculum. They've develop skill maps but struggle to implement and refine the skill maps into learning targets and assessments. Team foundations were discussed as well as team assignments. The group was positive as several strategies and products from ELA teams were shared. The last hour of the meeting was a facilitated activity to allow teachers to break into the content teams and create norms and discuss a starting point for next year. Additionally, sample agendas, SMART goals, vision statements were all shared with the group as they begin preparation for next year.

What are the next steps?

The next steps for both groups would be to identify a common unit (standard) for the start of next school year (as there's only three weeks left in 2016-2017. The teachers discussed identify a common starting point and begin to build the process now for next year. The faculty was excited to begin this work, however they'll need additional support to get started and provide clarity throughout the process. However, a next step/procedural guide/strategies was shared to help both teams get started.

What homework was assigned?

Nothing was assigned.