

Elk Grove Associate Feedback
School: James McKee ES
Associate: Bill Hall

Visit 1: 09/14/2016

What was accomplished?

After visiting both Feickert and McKee, I believe we are faced with a dual-edged challenge. How do we bring the leadership teams up to speed on shared knowledge of PLC concepts/research, shared knowledge of their current reality, understanding their roles and responsibilities as members of the leadership team, and common vocabulary while at the same time beginning the process of PLC implementation at the team level? It really is a chicken-or-the-egg dilemma. I am convinced that I will be using the "genius of 'and' approach as opposed to the "tyranny of 'or' approach." I plan to help develop the leadership team's capacity to learn and lead while at the same time I am helping the teams form and develop their team structures, processes, and products. As a result of my day at McKee, Steve Looper requested a number of sample resources and products for his review and for his leadership team's review. The products and resources provided were primarily on vision, mission, collective commitments, and SMART Goals.

What are the next steps?

Like Feickert, I plan to speak with Steve Looper after the district meeting to plan for our October session. McKee's planning will be vastly different from Feickert in that I do not return to Feickert until November 29 so they have a lot of time to work on the development of their products. Due to scheduling, I return to McKee on October 27 so there is not a great deal of time to review and create the same products. Steve and I will be discussing what approach to take in October - do we work with the leadership team exclusively? do we work with the teams exclusively? or do we provide a combination of PD to both the leadership team and the school teams during the day?

What homework was assigned?

Homework assigned for October 27: Review with the leadership team the tools and resources provided. Reviewing the extensive amount of information will help Steve and his leadership team better determine the focus of our second onsite coaching experience. I am really looking forward to working with both my schools on Day 2. I am also looking forward to meeting the principals and staffs of my other two schools.

Visit 2: 10/27/2016

What was accomplished?

Three identical 90-minute PLC overview sessions were provided throughout the day. Questions were answered and clarifications were made throughout the day. The staff had a much clearer picture of what PLCs are and better understood the basic concepts and terminology. The principal attended all sessions and was very much an important part of each.

What are the next steps?	The principal will be meeting with his guiding coalition on what team members see as being needed during our third session. The principal will be requesting tools and resources to support their work.
What homework was assigned?	The guiding coalition will be looking at vision, mission, collective commitments, and goals before our third session.
What was accomplished?	<p>Visit 3: 2/6/2017</p> <p>Better than good - great session! Leadership team worked extremely hard and extremely well on creating the first three foundational components. The team reviewed and approved the school's mission statement. They went through an in-depth visioning process and created a draft vision statement to take to the whole staff for input. They developed a draft set of collective commitments to take to staff. The team members were energized, motivated, and focused. Team members made great progress. Very positive !</p>
What are the next steps?	Next steps are to take the drafts of each foundational piece to the whole staff, gather input, and move faculty to consensus and acceptance of the drafts. The team will bring the finalized work back to the March meeting to discuss how to roll everything out to the school community and stakeholders.
What homework was assigned?	See above
What was accomplished?	<p>Visit 4: 3/21/2017</p> <p>During the fourth and final onsite coaching session, the leadership team reviewed the work it had done on vision, mission, and collective commitments. The team reported how these foundational pieces were shared with the whole staff and how input was considered and how consensus and agreement were reached. Very positive report.</p> <p>We then moved into a review of the research behind the importance of setting goals. The SMART goal process and template were shared. The team worked with real attendance data in creating a sample SMART Goal for practice with the tools and process. Very positive. The team is now ready to look at its current reality to see what opportunities for improvement rise to the top for next school year.</p>

We then processed the "Collaborative Teams in PLCs at Work" DVD so the leadership team could become familiar with the seven steps to becoming a collaborative team. It was very well received. The participation and professional conversation were extremely positive.

Sample resources that will help the leadership team were shared with the principal. These resources will certainly be helpful as the team progresses. Also, two websites, allthings.plc and plcbooks were shared and reviewed so the team saw the potential of using them to support their work.

What are the next steps?

Next steps are embedded in question 5 above. I believe to fully benefit from the PLC work done this school year, McKee (and most likely other schools) would benefit from continued coaching and support for at least one more year. Without this extended support, I am concerned the tipping point to successful implementation will not be reached. These schools are wonderful schools with dedicated staff whose passion, professionalism, and commitment to student learning are quite evident. Their principals want what is best for all students and what is best for their staffs. If formal support and resources are not made available (at least to those who request them), I fear some PLC journeys will end prematurely.

What homework was assigned?

The homework, if any, is simply for the leadership team to meet and plan out the next steps. The team knows that I am an email or phone call away. They can contact me anytime for support.