

Elk Grove Associate Feedback  
School: John Ehrhardt ES  
Associate: Jon Vander Els

**Visit 1: 9/30/2016**

**What was accomplished?**

During the first two hours, the principal (Billy), instructional coach (Robin), and I met with the PLC leaders and discussed the plan for the upcoming year related to implementing PLC at Work to a deeper level within their schools. We reviewed each team's SMART goals and norms, the four questions that guide a PLC, and we brainstormed ways for the PLC leaders to support their teams and continue to move their work forward. We then met with grade 5 for two hours. During this visit, we needed to spend a bit of time discussing how this was not a new "initiative" and that our goal was to take each team where they were and help them to move forward. We also discussed vertical articulation, assessment, and how assessment should be utilized to inform the differentiated support/extension that individual students may need. We finished our work with Team 5 by running through a data cycle based upon existing data. We discussed the next steps for the team, and set expectations for my next meeting with them (January). For the last two hours in the afternoon, we met with the kindergarten team. This team was quite high-functioning, and we discussed how to continue to move this team forward based upon the obvious strengths they already exhibited. This team was very open and receptive for ways to continue to grow not only within their team but as individuals through the expertise of the other team members. We began to look at data they brought with them, built a plan for next steps, and set expectations for the next few months (data cycles, etc.).

**What are the next steps?**

In November I will be meeting with three additional teams to review the assessment data that they have thus far, go through the process of a data cycle to inform next steps, and review SMART goals and norms. Billy will also be leading his staff through a process to further develop their norms, and share their ongoing work as a whole staff to continue to build capacity and understanding regarding the PLC process.

**What homework was assigned?**

Each team we worked with left with a clear understanding of what their next steps were, including reviewing their norms, further developing their SMART goals (when appropriate-that is, after they had assessed their first trimester goal), and go through a data cycle on their own to be reviewed with me upon my return.

**Visit 2: 11/7/2016****What was accomplished?**

I met with three grade levels separately, then met with all team leaders together at the conclusion of the day: Grade 6: We discussed how the level of rigor has increased significantly, something the team has recognized, but struggles with because their students are not used to the complexity of the items they are being assessed with. The teachers understood the movement to increased rigor/DOK 3 and 4, and we ended up developing a plan that they would diagnostically "cold test" their students to determine the instructional strategies and supports/interventions that could be put in place. They would then compare data after giving a second "cold" test. Grade 2: This team was quite advanced in the collaborative processes that are intrinsic to their work. After reviewing their SMART goal and their data, I suggested that they may want to revisit their SMART goal and develop one specific to their goal of developing their students' ability to cite text evidence. They developed this goal and the accompanying assessment objectives. Grade 4: This team, after reviewing their work to date, decided that they would help facilitate the conversation about a school-wide approach to WIN, given their grade's model. They also decided to pilot a universal, comprehensive plan for assessment based upon what they were already doing. The team was eager to assist in this process.

**What are the next steps?**

The next steps for Ehrhardt are to: 1.) Investigate a school-wide approach to how WIN might work in grade bands. 2.) Begin the process of developing a school-wide assessment map/plan. 3.) Begin to have structural conversations around Tier 2. 4.) Investigate professional learning topics that can be shared among staff, led by teachers.

**What homework was assigned?**

For my next visit, each team will bring updated data to go through a data cycle and determine the best way to support/extend the learning for individual students.

**Visit 3: 1/20/2017****What was accomplished?**

I met with four teams today, Teams, 1, 3, 5, and K. We reviewed SMART goals and depending upon where each team was, discussed next steps. The teams were at different places related to reviewing data and utilizing this information to inform instruction. Two of the teams had quite strong collaborative structures in place. Two others were at the beginning stages, but were open to learning more.

**What are the next steps?**

The next steps are different for each team. I encouraged the two teams who were a bit further along to push themselves related to setting goals. They had some great ideas about what that would look like, expanding from a basic proficiency goal to something that was more specific to a growth model or specific to the types of assessments being built.

The two other teams looked at basic steps they could take. For example, making a SMART goal measurable. I look forward to meeting with these two teams during my next visit to see their growth.

**What homework was assigned?**

For the two teams that I will see again during my next visit, we will look at data related to their SMART goal. I also asked them to revisit their norms and develop and assess their norms for review during my next visit.

Billy and Robin will continue to support teams. They are both providing a culture for learning, which will contribute to this school's success.

**What was accomplished?**

**Visit 4: 3/27/2017**

I met with four grade levels and the team leaders at the conclusion of the day.

Grade 6 is looking at assessment data based upon the Wonders program they are using. We had a very good discussion about depth of knowledge and the importance of higher-order thinking for students today. This led into a good discussion about the need to alter some instructional practices to allow students opportunities to practice this level of rigor during instructional time.

Grade 1 came with specific data related to their trimester 1 and trimester common assessments. They had met both goals, and I had challenged them to create an additional goal around an area they wanted to focus on. They ended deciding to focus on the integration of technology, and area they deemed to need improvement.

Grade 2 is really doing a nice job within their work as a professional learning community. Their practices are quite consistent with that of a functioning PLC, and they are continuing to reflect and consider ways to keep moving forward. For example, they will be meeting with Team 1 to determine their next areas(s) of focus next year based upon Grade 1's data.

Grade 3 is looking at their WIN time and considering how to determine appropriate groupings based upon their data. They will be digging into data related to personal math trainer and tying that across the curriculum.

Grade 4 is a team that I was quite impressed with. Despite looking at the upcoming retirement of three teachers (out of 5) on this team, they have taken the on-line assessment challenge head-on and are blazing a path for other teachers in the school. They naturally function as a PLC, which allows them, I believe, to dig into this work at a high level.

I also met with the team leaders to discuss next steps (see below).

**What are the next steps?**

Billy, Robin, and the teacher leaders discussed the importance of developing a common assessment plan (a map) for the school. They are also looking at implementing a school-wide intervention/extension block (that does not overlap) for the school. This will allow them to share resources and provide intervention and support to a greater degree and to more students.

I believe these actions are the next logical step for Ehrhardt Elementary, and will allow them to continue to move forward with their PLC work.

**What homework was assigned?**

N/A... Last visit. I did offer for them to reach out if they had questions, etc.