

Elk Grove Associate Feedback
School: Joseph Kerr MS
Associate: Greg Kushnir

Visit 1: 10/18/2016

What was accomplished?

Had a discussion about what a PLC is and is not. Defined the 3 big ideas and 4 questions. Presented the research to support the work of a PLC. Talked a lot about culture and how to deal with teachers who were not on board. Develop a strategy for helping the social/science team Psychology of Influence - commitment Agreements from the day: Agreed to review or develop norms for each team. Each Dept Leader will talk to the their team about what they learned today about the PLC process and why this can be beneficial to our school. Develop a concept of that we have learning to look forward to. Agreed that the Leadership Team has to help LeeAnne with her teams understanding of why they are doing the work. The team leads agreed complete the following work: Oct 19th: Each Dept Leader will talk to the their team about what they learned today about the PLC process and why this can be beneficial to our school. Develop a concept of that we have learning to look forward to. Create norms for their teams using the norm creation process. Oct 26th: Revisit norms Teams will look at the process for creating ELO's for Term 2 (October, November, December) Teams will use the Essential Outcomes Chart once they have the list. November 2nd Revisit norms Teams will continue to look at the process for creating ELO's for Term 2 (October, November, December) Teams will use the Essential Outcomes Chart once they have the list. November 9th: Operation stuff Leaders will generate a list of questions their team still has about the PLC process.

What are the next steps?

November 15th: I will visit for a second time I will help the leadership team answer the questions generated by their teacher teams. The leadership team will create PD for the staff to be delivered on November 16th based on the questions they had. I will check in on how the teams are progressing on the work we agreed to. We will set a new plan based on where they are at this time. Most teams will move to common Formative Assessment and data.

What homework was assigned?

See the meeting schedule above.

Visit 2: 11/15/2016

What was accomplished?

To begin we had each team lead talk about the work they accomplished since my last visit. None of the teams were able to adhere to the timelines we agreed to during the last meeting. In hindsight, the team leads may have underestimated the ambiguity of their team members about why they are being asked to do this work. We talked specifically about how to help each team move the work forward. In addition, we examined the work we were going to ask the teams to do for the rest of the year and outlined a timeline that we felt was doable. It is as follows: 1) A wish list of prerequisite skills for the prior grade. January 18th 2) Essential learning outcomes for all teams. Feb 1st 3) School will align the essentials. The teams will have the standard number plus the student friendly description. Feb 8th 4) The team will fill in the essential outcomes chart to deepen the understanding. 5) A scope and sequence for the essentials. March 29th It was also decided that the leadership team needed to be expanded so that teams who were not represented in the current leadership team structure would have a chance to be in on the discussions and decisions. In the afternoon I helped the leadership team prepare a PD presentation for the staff. The goal of the PD was to continue to help communicate what a PLC is and how it would benefit staff and students.

What are the next steps?

The teams will continue to need help accomplishing the goals they set for themselves. I will also be providing PD to the leadership team on common formative and summative assessment and data analysis. I am also going to continue to encourage a rethink of their monthly meeting structure.

What homework was assigned?

See above.

Visit 3: 1/10/2017

What was accomplished?

We reviewed all of the work we were doing and the goals they set as a school. I answered questions from the team leaders regarding how to move forward with their teams. We clarified how to explain the concept of ELO's to their teams given the districts position on the importance of all standards. I presented a template for team planning which incorporates all of the aspect of the PLC process as a method of demonstrating where the teams will eventually be heading as they continue their PLC journey.

What are the next steps?

The teams need to complete the work that they are currently working on. The schedule is as follows:

As a school all teams have agreed to the following:

- A wish list of prerequisite skills for the prior grade. January 18th
- Essential learning outcomes for all teams. Feb 1st
- School will align the essentials. The teams will have the standard number plus the student friendly description. Feb 8th
- The team will fill in the essential outcomes chart to deepen the understanding.
- A scope and sequence for the essentials. March 29th

Visit 4: 3/7/2017

What was accomplished?

We did a round table discussion with each team leader regarding the work they had done since my last visit and what some of the issues they had are. We spent a great deal of time answering questions and providing clarity for the new members who joined the group. I also did the presentation on motivation and influence as most team leaders expressed that they were facing resistance. The rest of the day was spent discussing what was missing in moving the work forward at their school. It was determined that they needed to back up and address the why of this work with the staff to provide clarity for the rest of the staff. We discussed how the school could present that to the staff. Once again, this was left up to the teacher leaders with little input from administration.

What are the next steps?

They need to rethink the structure of how they meet. Collaborative teams need to meet more frequently. They need to make sure that all staff understand why they are working toward becoming a PLC and how that will benefit all staff and students. Finally they need to continue to try and build shared foundational knowledge by continuing to work on answering the 4 questions. This was a great group of educators to work with who I believe are committed to building a PLC. I would love to work with them again.

What homework was assigned?

See above.