

Elk Grove Associate Feedback
School: Rio Cazadero HS
Associate: Mona Toncheff

Visit 1: 10/4/2016

What was accomplished?

We created a vision for PLCs that the Principal is going to utilize with his staff as a model for their conversations. We also created a plan on how to begin building the PLC process within his current structure. The team meets every other week from 11:30-12:30 (this is the only mandatory meeting for the staff). We listed the outcomes of each of the meetings for the 2016-2017 school year and aligned my visits with the schedule so that I can provide support that is aligned to his plan. We also observed all of the classes in the afternoon and I met each of the teachers. Here is a sample of the schedule: Meeting Oct 21 Vision of teaching of learning PLC 101 <https://www.youtube.com/watch?v=GIJcFW9qMil> and Group vs team <https://www.youtube.com/watch?v=OhV65KIItIE> Define Teams ELA team (2) Math Team (3) Social Studies (2) Science (2) Whole staff - academic vocabulary toolkit Measure of success? Nov 4 Value statement and Commitments (Norms) - Kim will handle this Measure of success Nov 18 SMART Goals - What is our measure of success? Dec 9 SMART Goals - What is our measure of success? Dec 12 Mona- half the team in the am 8:30-11:30, the other half from 12:30-3:30 Finalize SMART goals and norms Finalize action plan 4 critical questions (critical questionnaire activity) Formative Assessments and proficiency January 18 Mona - half the team in the am 8:30-11:30, the other half from 12:30-3:30 SMART goal check in Data dialogue Essential standards conversation Create common formative assessments

What are the next steps?

The Principal is going to present the plan to his team on October 21st. His biggest challenge is to work with his team on what measure of success they will use to evaluate their actions. They currently do not look at grades, credits received or CAASPP data because of their unique clientele. This will be a huge part of their discussions over the next few months as the focus of their current data conversations are about effort or behaviors. They currently do not discuss academic data as the focus of the school is credit retrieval. The school has some great programs in the works (i.e. phlebotomy classes) to ensure career readiness and there is room for growth to meet the needs of more learners.

What homework was assigned?

He is planning the October 21st meeting and we will check in via email when it is over. He is going to work on collecting the data picture and the teams will create SMART goals that we can evaluate in December (my next visit).

Visit 2: 1/18/17**What was accomplished?**

I met with the Math team in the am and the ELA team in the afternoon. The VP joined the am session and the EL and instructional coach joined the ELA session in the afternoon. This was my first time with the teams so we spent time exploring the foundations of the PLC culture, the PLC process, 3 big ideas, 4 critical questions, norms, collective commitments and SMART goals. Since the teams are vertical teams, we spent time thinking about how we would measure success and what each team wanted to focus on in terms of student learning and adult learning.

What are the next steps?

Each team is going to complete their norms and SMART goal with action steps that were discussed. Since the department chairs were not present, they are going to finish this when they return. Both team are also going to bring in student work and analyze the data using a looking at student work protocol during the February visit.

What homework was assigned?

Mona will email the SMART goal template for the teams to complete. Both teams will also need to bring in student work (Math: any assessment , ELA common assessment for reading comprehension).

Visit 3: 2/6/2017**What was accomplished?**

Met with the math team in the AM and the ELA team in the PM and both teams completed the SMART goal and supporting action steps. I created a google folder and all teachers have access to the shared folder. Both teams completed a looking at student work protocol and defined proficiency for their assessments. For math, this led to a robust discussion on their current scope and sequencing of their courses and what each course expects students to know and be able to do. They have not formalized the essential learning standards for each course so the team added an action step to start this process. They started a form that they will work on between now and the next visit. For ELA, one teacher was on jury duty and today was his first day back so not everyone had data to review. We did look at what was brought in and had a discussion about scoring rubrics and creating an assessment that gathers sufficient evidence to describe if students have met the learning targets. ELA did finalize their norms. Both teams have some clear action steps to complete before the next visit.

What are the next steps?

The math team is going to work on the essential learning standards per course and they need support on identifying the standards versus solely mentioning the chapters in their textbooks. We will also look at depth of the standards versus the procedural aspect of the standards. The ELA team is going to work on creating two common assessments and create a scoring rubric tied to the essential learning standards.

What homework was assigned?

The teams are going to work on their specific action steps and bring evidence of completion of the action steps to the March meeting.

Visit 4: 3/22/2017**What was accomplished?**

I met with the Math team in the AM and the ELA team in the afternoon. Both teams had completed this HW and brought in their SMART goals. For the Math team, we were able to review their SMART goal and supporting action steps. The Math team was short of meeting their SMART goal by 4% and we had a robust discussion about grading (they were not equitable) and what assessments we could use to monitor student progress on meeting the SMART goal. Then, we also began working on proficiency maps for each of the courses. They have relied on the textbook as the curriculum and I supported their conversation with identifying the standards per course. We also unwrapped a standard to plan for the learning target, the DOK expectation of the standard and started the conversation about the assessment evidence for the standard.

The ELA team analyzed their common assessment by learning target. For target #1, there were 61% proficient and for target #2, there were 59% proficient. The team then discussed the why and the what of the data and next steps for instruction. They also created a plan for the next common formative assessment by unwrapping the standard, creating the learning targets, aligning the DOK of the targets, and stating the best assessment evidence for each target. They have a clear action plan and are monitoring the action plan when they meet.

What are the next steps?

Math needs to continue to monitor their next round of final exam data to see if there is growth in student achievement. They need to create action steps to identify what they will do differently to better prepare students for the final exam. They also need to finalize their proficiency maps so that they can create clearly aligned assessments to the standards that they have chosen for each unit. ELA is working on their third common formative assessment and they will need to calibrate their scoring with the rubric and Steve is working on creating something on google forms to assist with capturing the data by learning target so they do not have to spend so much time sorting through the data.

What homework was assigned?

This was my last visit and the teams are aware of their next steps based on their action plans and timelines that they created.