

Elk Grove Associate Feedback  
School: Samuel Kennedy ES  
Associate: Marc Johnson

**Visit 1: 9/28/2016**

**What was accomplished?**

Leadership team developed a deeper understanding of the work of teams and the need to develop a sense of interdependence and mutual accountability into the teams, (need better norms)! Walked classrooms for two entire gradelevels with the leadership team looking for evidence collaboration and a strong shared commitment to the same learning focus (clarity around essential learnings!) in the classrooms. Debriefed and agreed that there is a sense of doing, (covering content in new series) more that a sense of learning. Coached team leaders to begin next collaborative session with team to go back to question one, What do we want our kids to learn, identify standards focused on in ELA unit and align tasks and materials to mastery of standards and learning targets. Met with Principal to develop focus for ongoing work

**What are the next steps?**

Team is assessing site beliefs and understanding regarding team focus and function. Teams changing planning focus to start with the learning and then choose resources to align with and support learning focus. Will return in October and provide whole staff with PLC overview and then begin team by team conversations.

**What homework was assigned?**

Principal will have each teacher independently complete the 18 Critical Issues for Team Consideration ratings and then will compile the rankings on a team by team basis to determine current team perceptions of their level of function.

**Visit 2: 10/20/2016**

**What was accomplished?**

Whole staff overview of PLC function provided and all teams engaged in a team data practice scenario to deepen their understanding of the work of teams. All teams were coached individually as well and day concluded with a leadership team session to reflect and process team learning.

**What are the next steps?**

All teams have fairly good foundational understanding of the work of collaborative teams and admit that they are further along in their focus on math than they are in ELA. While most teams give some form of common assessments, all also agree that they need to better in their use of Formative measures of learning. Pressing teams to start their work by answering question one by anchoring the conversation in their standards and determining essentials then aligning resources to support that focus. Teams agreed that in ELA their conversations have been aligned more with what will we have the kids do rather than what will they learn and what shall we do to make sure they learn it. Good progress here.

**What homework was assigned?**

At our next session all teams will bring in their norms and be prepared to discuss how these norms serve as team commitments that keep them focused on learning and strengthen their collaborative culture. All teams will also explain the process of standards review and alignment that they have engaged in with the unit of Wonders that they are working through at that time.

#### **Visit 4: 1/19/2017**

**What was accomplished?**

We opened each session with an opportunity for teams to pose burning questions regarding their work as a team. The shared concern was all about answering question three, supporting kids who are struggling with the learning. We discussed again the need to have a shared commitment to the learning, understanding the standards they are focused on, developing learning targets and aligning formative assessments to measure specific standards developed learning targets. We also discussed the purpose and use of formative assessments, to identify the kids who are struggling, determine from the data what they struggled with and having determined that, planning the extra support necessary for each child based on the data, (know your kids by name by need!) and then responding to the data.

**What are the next steps?**

We will repeat the same conversations with the remaining teams on my next visit and have a closing session that day with the site leadership team to reflect on their progress and needs as well as focusing on the role of team leaders to guide the process.

**What homework was assigned?**

Each team was asked to complete a cycle of the work before our next session and bring with them to that session a summary of their standards focus for instruction, their formative assessment and their data and a summary of their response and their team learning.

#### **Visit 5: 2/1/2017**

**What was accomplished?**

The principal, vice principal and all grade level team leads met me at Reagan Elementary in Sanger Unified for a site visitation. John and his entire support team did a great job of providing an overview of the work of teams, their RTI structures and their PBIS system. We also visited classrooms during instruction and then after a working lunch we had each grade level lead spend time with teams as they met to review data and determine need for response with their students based on the data. We closed the day with a final processing session and Q&A before the team headed back to Elk Grove.

**What are the next steps?**

The Reagan team provided a great overview of their work and the Kennedy team is processing their learning to determine their best next step. The agreed upon need is to develop a stronger intervention system at the site and the team is looking at resources, and schedules to move towards developing a strong tiered intervention system,

**What homework was assigned?**

The team will be reviewing the artifacts that they collected at Reagan to consider improvements in their own planning and data collection systems. They will be reviewing the data they have available that helps determine gaps in access skills and what other data is needed. They will evaluate resources currently available to address the needs that gap data indicated and what else might be needed based on the data as well as schedule modifications needed to provide additional time for support and extension.

**Visit 6: 2/23/2017****What was accomplished?**

We focused our conversation again on the flow of the work with teams and opened with team Q&A about burning issues. This led to very positive discussions. The shared need again seemed to be around developing intervention responses and systems both to support struggles with grade level content and access skill gaps. This conversation surfaced again with the leadership team and there is an obvious commitment to improving intervention supports. We also developed more clarity around the formative assessment process. One team in particular seemed stressed around our formative assessment conversation and we were able to uncover the source was the belief that they needed to develop another test in addition to all of the assessment that they are already doing. We backed up and discussed how assessments become formative in nature and how they simply needed to approach assessment with a different outcome in mind using the tools they already have.

**What are the next steps?**

We will continue to build clarity around process and commitment to the work of teams. The Q&A format has really helped to surface issues and generate strong learning conversations. The leadership team, (lead teachers and admin.), will be working together to develop clarity around all of the sources they currently are using at the site to generate formative data to support intervention responses and determining what else they may need as a diagnostic and monitoring tool as they work strengthening their intervention systems. They are also looking at master schedule to make sure that they can minimize disruptions and maximize available resources to support those kids who need extra time and support for learning.

**What homework was assigned?**

All teams have been asked to work through a full cycle of answering the four key questions through their actions, Identify the standards they are focused on, develop learning targets, align materials and instruction, develop a formative assessment aligned to their essential learning targets, give the assessment, analyze the data and respond to need as evidenced in the data. They are asked to bring their work product with them to our next session so that we can discuss how the process worked and what they learned as a team about the work.

**Visit 7: 3/23/2017****What was accomplished?**

All teams that we met with had completed their "homework" which was to work through a complete cycle of answering the four key questions, identify the essentials in their current unit of instruction, identify learning targets, develop a common formative assessment, analyze their data, respond to the data. All teams were asked to bring their data with them and to share their process and learning. We engaged in great conversations and every team agreed they had developed a better understanding of the work by doing the work and all were in the process of repeating a new cycle. All agreed that they needed to continue to get better at responding to data to assure that all kids are learning at high levels.

<b>What are the next steps?</b>	This was the final session for these teams. We asked them to think about their team commitments to sustaining this work next year in light of the change in leadership that will occur at this site. We will follow up this conversation in our last session with the leadership team to formalize those commitments at all grade levels.
<b>What homework was assigned?</b>	To continue the team learning process, to deepen their response to data, to frame their team commitments for continuing this work because it is the work our kids need us to engage in on their behalf!
<b>What was accomplished?</b>	<p><b>Visit 8: 4/27/2017</b></p> <p>Teams shared out their experience of working through a full cycle of answering the 4 questions through their actions and what they learned about themselves as a team through this process. We also looked at team commitments to the work ahead and how to grow the work next year.</p>
<b>What are the next steps?</b>	All teams are focused on critical learning outcomes that must be addressed and mastered before the end of the year and there is a commitment to continue the work next year by all teams.
<b>What homework was assigned?</b>	Focus on close the year strong and identifying the most important learning outcomes that they will need to support their kids on to have them ready for their next year's learning journey.