

Elk Grove Associate Feedback  
School: Toby Johnson MS  
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**Visit 1: 10/25/2016**

**What was accomplished?**

Same as above- Team leaders discussed their needs for common assessments and how to use the results. We spent some time talking about pre and post tests, and data analysis protocols to try. The whole group was more of a presentation on PLC 101 per the principal's request. Since then, he and I have been communicating back and forth about what the next steps for December will be.

**What are the next steps?**

I am expecting to work on common assessments and data analysis with them this year. That seems to be the area where they had the most questions and wanted to spend our time. The principal and I are talking back and forth to get this nailed down. Next time I go, I will be working with entire teams instead of just team leaders.

**What homework was assigned?**

At the end of each session they were asked to fill out a commitment sheet to try something they learned with their team. I told them that my hope was to have them share their experience and a plan for next steps so I could help support their efforts.

**Visit 2: 12/5/2016**

**What was accomplished?**

Each team had a variation of the same needs. They are all in the process of identifying essential outcomes and building common assessments that align to the standards. We worked through a simple process to unwrap each of the essential standards to create learner friendly targets. One of the teams had a specific standard they wanted to work on together. We unwrapped it and created possible assessment types to assess student proficiency. All of the teams learned a simple data review cycle to collect student scores and identify those who would need intervention. They had not done this before now.

**What are the next steps?**

These teams will work to finish identifying their essential outcomes and will work to unwrap them. Next time I visit, I will meet with two different content areas with the same material. In the afternoon, I will have the whole staff together to keep digging deeper into the PLC infrastructure.

**What homework was assigned?**

They were challenged to look ahead to a unit of study later in the year. Take that unit and identify the essential standards covered and create common formative assessments that tie directly to each standard by the time I come back in March. They seem to think this was a reasonable goal while they continue to work on nailing down a final list of all essential standards. We will spend our March time together looking at their results and modeling a data analysis cycle.

### **Visit 3: 1/31/2017**

#### **What was accomplished?**

I met with the PE team and the Science team. They talked about how they used their time and when they were not being productive and focused. We reset their norms and developed their collective commitments and got them back on track. They were very positive and open to this. I then spent time helping them understand how to identify and unpack essential outcomes together. We worked on how to decide how to create an assessment based on its purpose and the standard's expectations. This seemed to be a game changer for science.

In addition, the PE team needed to discuss the use of task assessments and what they should be scoring in PE. We wrangled with the idea of giving points for dressing out and discipline when kids forget their clothes. They realized they had created a system that they weren't able to sustain and it was distracting from their learning. They have committed to reviewing it together and making it manageable. This was a great example of a team hearing each other's voice on a topic and then moving forward with an action plan instead of getting stuck complaining about it.

In the afternoon, I worked with the whole staff for about 2 hours. I focused on 5 building wide collective commitments. We worked in groups to decide what each commitment would look like in action and what products we would expect to create to meet each commitment. They were able to identify these to a high degree and it helped them to see where their focus needed to be. We also worked on loose-tight mindset with these and that really seemed to generate some great work.

#### **What are the next steps?**

Next time I go, I will be spending the day with their PLC leaders. These are the team leaders at each grade level. I gave them an exercise in data analysis by having them review the 18 Team Considerations and creating a response plan to the trends they identify. We will review their findings and decisions when we meet.

The principal and I will be meeting soon to create the details for the March meeting. I anticipate focusing on how teams and the whole school can work on creating a systematic response to their assessment results. I have introduced the basics so this will give us some extended time to dig in and work through some examples.

#### **What homework was assigned?**

The teams were given the challenge to complete a self-assessment on the 18 Team Considerations described above. The team leaders are expected to bring the results to our next meetings.

The teams I have met with so far have been challenged to take a unit of instruction in the future and start identifying the essential standards in the unit and creating at least one CFA aligned to the identified standards. The team leaders should bring info about their progress so we can critique it and provide support.

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

**What was accomplished?**

I met with their grade level leadership teams and helped them develop their collective commitments and vision as a team. They reviewed specific needs they have and how they will move forward by using the 18 Critical Considerations. They then worked on a 30-60-90 plan to move forward.

I also worked with the ELA content team. Our focus was to create a balanced and aligned assessment plan. They reviewed how they use their team time and if it is aligned with the 4 PLC questions. They were able to identify some activities and items that need to go away to create more time and focus on CFA's and data analysis.

**What are the next steps?**

I would recommend further work next year. There should be at least one mid-year visit to follow up and fine-tune.

They are working to create alignment between assessments and essential standards. It will be easy to stray without follow up.

**What homework was assigned?**

They were challenged to continue developing their action plan. We began to build a 30-60-90 plan. We paralleled this with the upcoming school year by asking "What should be accomplished by the end of this year?" "What should we focus on during paid summer work and pre-service?" "Where should we be by the end of the first semester next year?" They did not complete this so they will continue the work.