



CREATING DYNAMIC LEARNING COMMUNITIES
at school • at home • at work




Schools Exceeding Expectations (SEE) Conference
Maryville, Tennessee – April 29-May 2, 2009

Facilitation Strategies For Leadership


Presented by Adam Drummond and David Murrell

2009 SEE Conference – Friday, May 1, 2009

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Engage - Educate - Inspire!

Facilitation Strategies for Leadership



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Goal Sessions:

- Identify leadership strategies teachers can use in their district.
- Share how Blount County and Huntington County have developed teacher leadership programs.
- Create a plan to develop a program in one's own district.


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“It is easy enough to vocalize for change, but one must have something to change to that is reasonably well understood and ready and waiting for use” (Hart, 2002, p. 8).

Leslie Hart


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Process of Staff Development

- Presentation/Explanation of theory behind the practice
- Demonstration
- Opportunities for Initial Guided Practice
- Prompt feedback about their efforts
- Sustained coaching


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Approaches to Successful Teacher Leadership

- Demonstrative Approach
- Data Approach
- Consultative Approach
- Collaborative Approach

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In-School Coaching Structures

- Shadow Opportunities
- Peer Coaching
 - Specific Objectives (monthly)
 - Guest Teacher opportunities
 - Build into PL 221 plans
- Paid Coaching
 - HET Associates
 - In-House support

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District-Wide Coaching Structures

- Model Teaching Week
 - Intern
 - TS
 - TT
- Cohort Support System
- Yearlong Professional Development Program

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Guiding Principles of Model

1. Teachers cannot change a behavior or practice until they SEE what the new behavior or practice LOOKS like in a real world setting multiple times.
2. For professional development to truly be effective and sustained, it must be accompanied with on-going environment COACHING in a non-threatening.

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Demonstration Classroom Model Overview

1. Four comprehensive 8 week training modules for ALL teachers
2. Modules include:
 - Goal setting
 - Observations of best practice strategies in the Demonstration Classrooms
 - Professional development & coaching on strategies
 - Time to implement the strategy with follow-up coaching
 - Reflection on goals

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Structure Of Modules

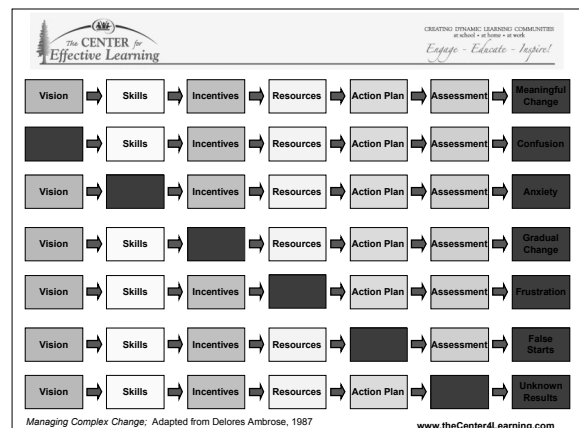
- **Week One:** Coach meets with teachers to discuss previous goal and to set a new goal. Observation time is scheduled for the Demonstration Classroom.
- **Week Two:** Teacher receives a ½ day in-service which includes a visit to the Demonstration Classroom for observation. Teacher debriefs with the coach or Demonstration Classroom teacher.
- **Week Three:** Implementation plan is created with coach in order to reach goal.
- **Week Four:** Teacher works on reaching goal; ability to revisit Demonstration Classroom and work with coach
- **Weeks Five – Eight:** Teacher works on reaching goal; coach is available for consultation


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Take it Back!

- Reflect on information from the presentation.
 - 3 questions you have
 - 2 action steps to begin sustainability
 - 1 resource you need
- Share your ideas with your Learning Club.


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Never before has the pressure been so high to find ways to support successful teaching and learning through effective professional development...the National Staff Development Council has proposed an additional goal: That all teachers in all schools should experience high-quality professional learning by 2007."

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Resources


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Schmoker, M. (2006). Results Now: How We Can Achieve Unprecedented Improvements in Teaching and Learning. ASCD. Alexandria, VA.

Lipton, L., & Wellman, B. (2009) How to Talk So Teachers Listen. *Educational Leadership*, 65 (01). Alexandria, VA.

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