School Leader Habits for Promoting Next Gen Teaching and Learning Models: Flexible Content & Tools

Webinar with Kelly Freiheit and Natalie Woods, Associate Partners

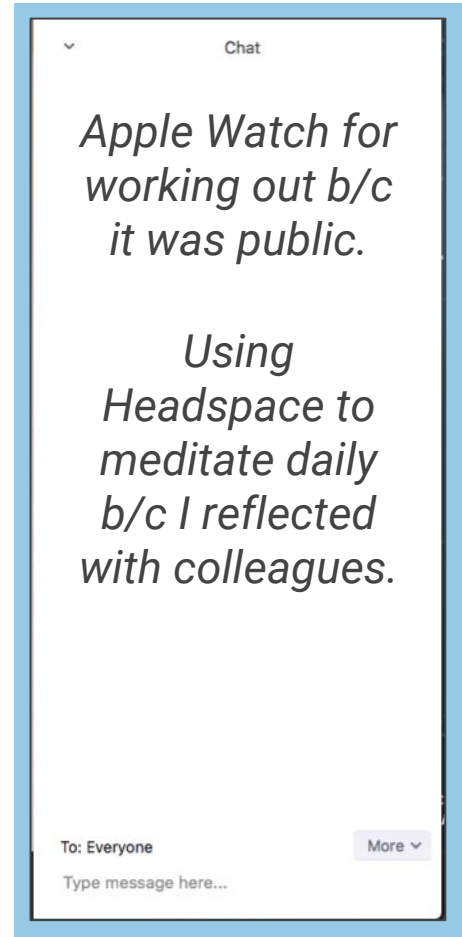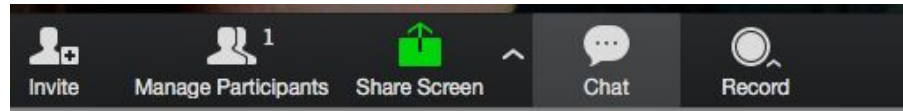@kelly_freiheit @NatalieWoodsEE

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Introduce Yourself

(1) Name

(2) District/Organization

(3) Outside of your day to day job: *When have you been the most successful at shifting a habit? Why were you successful?*

Chat

Apple Watch for working out b/c it was public.

Using Headspace to meditate daily b/c I reflected with colleagues.

To: Everyone   More ∨

Type message here...

Invite   Manage Participants   Share Screen   Chat   Record

Education Elements

Who We Are

TOUCHPOINT
Remote project management tools to increase efficiency, improve project execution and keep teams on track.

TOOLKITS
Capsules of resources to assist leaders and teachers design and implement new solutions, with limited consulting support.

ONPOINT
Provides benchmarks to, understand and track progress over time, driving districts to focus on what's driving their success and what's holding them back.

CONSULTING SERVICES
We have a proven methodology focused on student-centered learning, developed through our work with more districts than any other consulting firm.

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Education Elements Mission

We work with districts to build and support dynamic school systems that meet the needs of every learner, today and tomorrow.
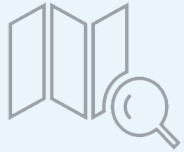
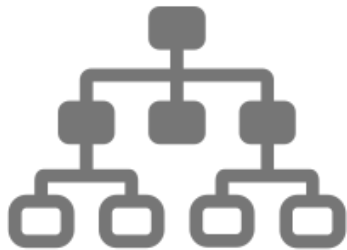| 34 states + DC | 140+ districts | 750+ schools | 40,000 teachers | 630,000 students |

How We Think About Change

By changing your individual practice...

You can change the way your teams work...

Which can shift the way your org functions.

Leadership as a Catalyst for Innovation

It takes 10K hours of deliberate practice to master a complex skill.

Malcolm Gladwell:
Outliers: The Stories of Success, 2008

Teaching, especially with a lens towards PL, requires constant upkeep and maintenance.

Strong innovative leadership has the power to build the momentum of PL Implementation and ensure that innovation does not stagnate.

Culture of Innovation

Accelerate Innovation

Avoid Innovation Slump
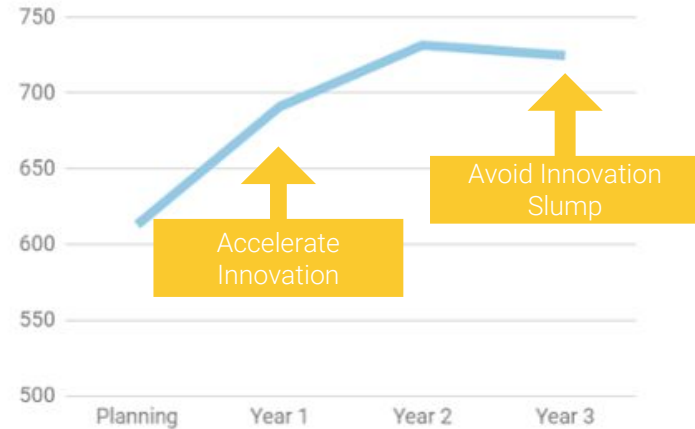
The Onpoint category for **Culture of Innovation** captures buy-in for personalized learning, innovation and risk taking, and the supportiveness of the school and district working environments. Educators often lose sight of the connection between their work in the classroom and the district's shared purpose for personalized learning,

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Innovative Leadership Development

Organizations are only as alive and responsive as the people within them. We have a responsibility to develop our leaders to be innovative change agents.

Dynamic leadership builds a strong culture of innovation

Organizations with a strong culture of innovation develop and retain strong innovative leaders

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A Responsive Ecosystem

Student-Centered Classrooms
Strengths, needs, and interests of students are at the center. Students are co-owners of their learning, and teachers feel safe to make their own decisions.
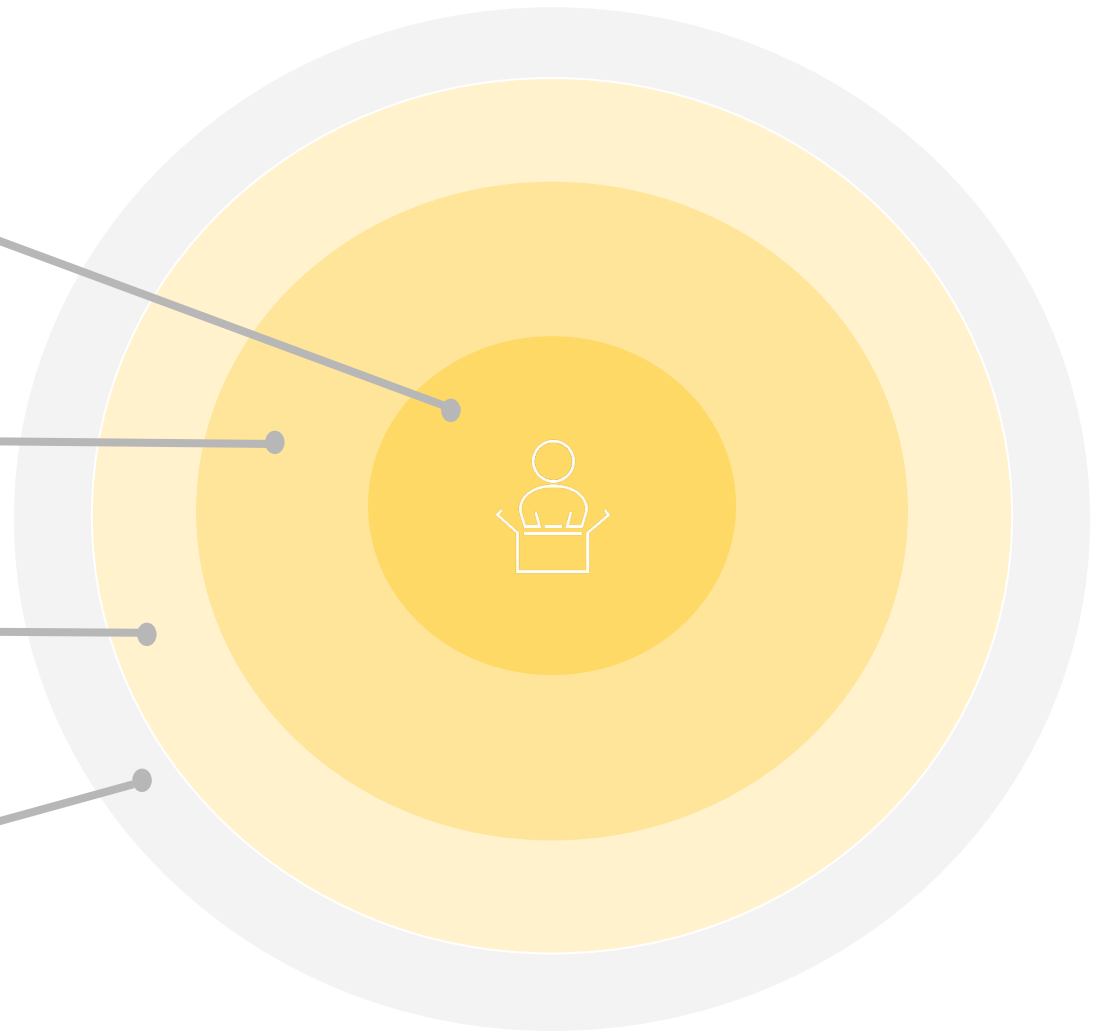
Responsive Teams
Teams have clear habits of how to collaborate with each other. There is joint ownership and agency over team practices.

Innovative Leaders
Create an environment where innovative practices are "safe enough to try." Leaders can self-identify areas of strength and growth.

Responsive Organization
Organizations have common systems and procedures to navigate decision-making. Organizations collect data from a variety of stakeholders on a regular cycle to make iterations.
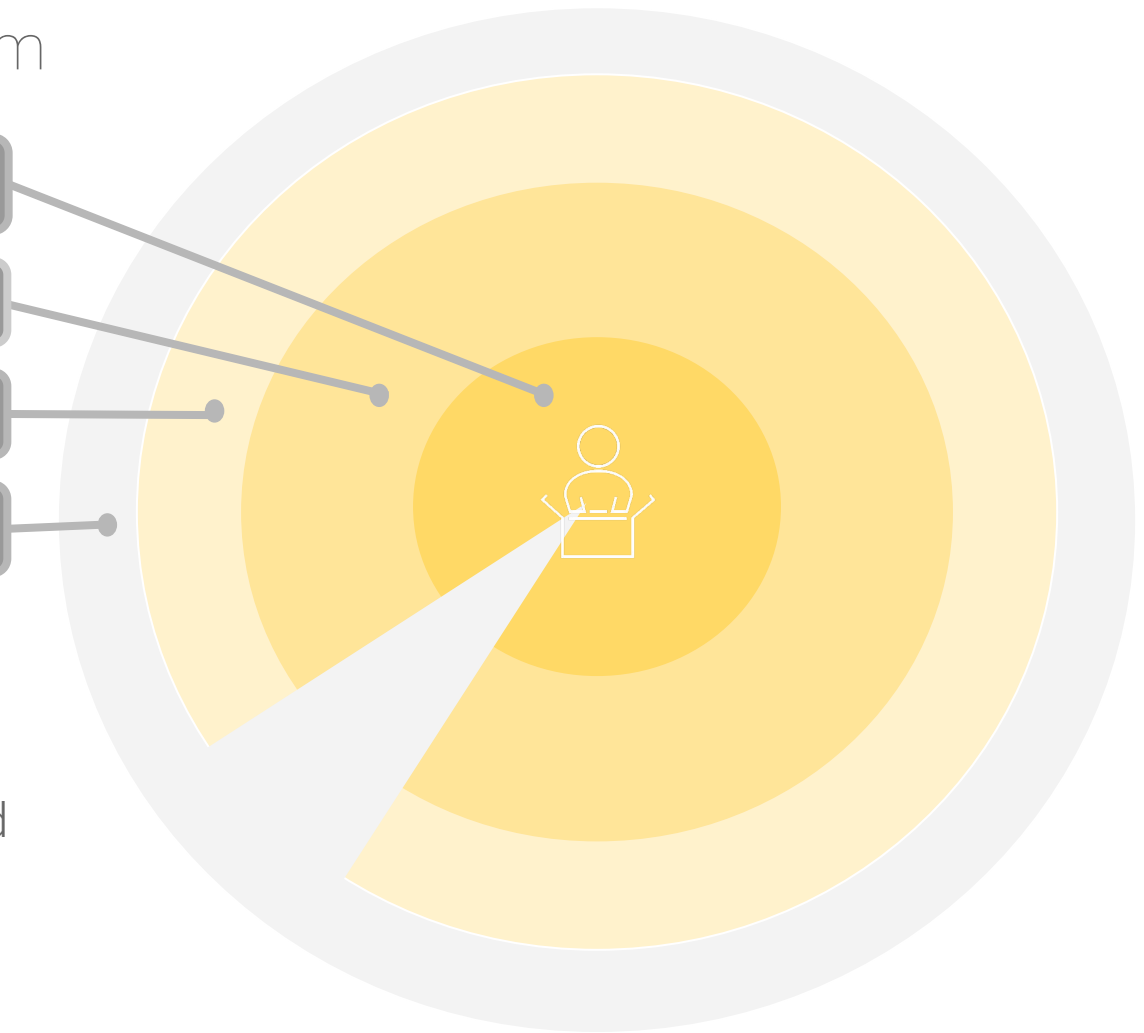
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A Responsive Ecosystem

Student-Centered Classrooms

Responsive Teams

Innovative Leaders

Responsive Organization

Regardless of which lever you choose to pull first, your responsive ecosystem will need efforts at all levels.
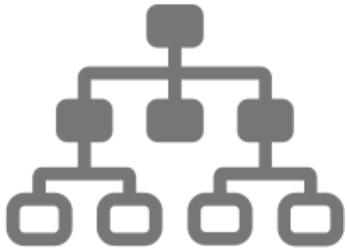
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Plan for today: Share ideas from district and school leaders!
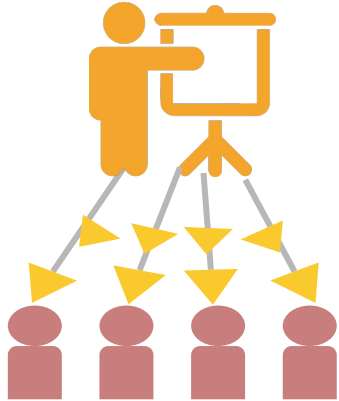
By changing your individual practice...
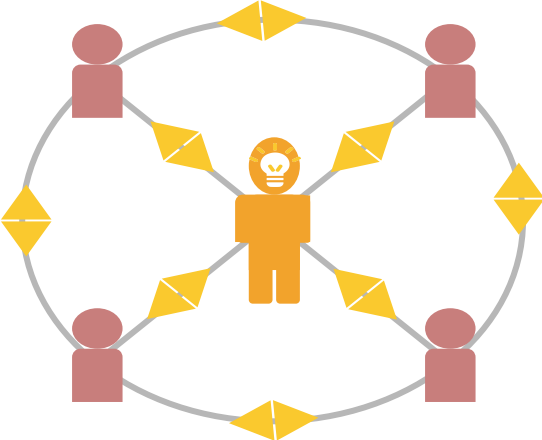
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Which can shift the way your org functions.
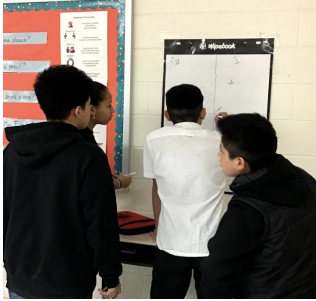
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Shift to Student-Centered Classroom

Teacher-Centered

Student-Centered

Creative School Leader Tactics

Say no to the row.	Post-it note surprise.	Time yourself.
Wish I would remember to take pictures on learning walks! I get so wrapped up in the experience of it all! 🧑 I was completely blown away @Park_View_HS #LoudounPL ✅ 5Cs ✅ Say no to the row ✅ @EdElements @kelly_freiheit @NicoleAkersLCPS @kierapopneora @weziRthindwa @dolsonkad		

The Core 4 of Personalized Learning for Classrooms

I employ content that flexes to meet student needs

Flexible Content and Tools

Instructional materials allow for differentiated path, pace, and performance tasks

Targeted Instruction

Instruction aligns to specific student needs and learning goals

I provide 1-1 or small group instruction to meet student needs

I provide opportunities for students to reflect and make choices about what they need

Student Reflection and Ownership

Ongoing student reflection promotes ownership of learning

Data Driven Decisions

Frequent data collection informs instructional decisions and groupings

I pull data to understand what students need and flexibly group students

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The Core 4 of Personalized Learning for Teachers

*I employ content that flexes to meet **teacher** needs*

*I provide 1-1 or small group instruction to meet **teacher** needs*

*I provide opportunities for **teachers** to reflect and make choices about what they need*

*I pull data to understand what **teachers** need*

Flexible Content and Tools

Instructional materials allow for differentiated path, pace, and performance tasks

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Instruction aligns to specific student needs and learning goals

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Education Elements

Flexible Content and Tools

Flexible Content
and Tools
Instructional materials allow
for differentiated path, pace,
and performance tasks

Instructional materials allow for differentiated path, pace, and performance task

PATH		*The use of content has become an integral part of instruction to boost student growth through a variety of methods or resources to achieve a learning goal.*
PACE		*Students self-direct their learning and pace through content.*
PERFORMANCE TASK		*Students build knowledge from a diverse set of resource and flexible tools which enables new forms of investigation, collaboration, and knowledge of demonstration. Teacher establishes a process for evaluating the effectiveness of content and tools.*

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Flexible Content and Tools

Instructional materials allow for differentiated path, pace, and performance task

PATH	PACE	PERFORMANCE TASK
The use of content has become an integral part of instruction to boost teacher growth through a variety of methods or resources to achieve a learning goal.	*Teachers self-direct their learning and pace through content.*	*Teachers build knowledge from a diverse set of resource and flexible tools which enables new forms of investigation, collaboration, and knowledge of demonstration.*

2 minute burst: brainstorm all the ways you could incorporate Path, Pace and Performance Task ideas to build teacher habits!

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Voice and Choice for Teachers

Opportunities for differentiated PD @ our HPMS PL Choose-Tuesday. Thank you @MrSlauson @ericpenka @AvdellasL @BRMSREADING @MrsMasarik @karunaratneHPMS @k_fedei @KariBurns14 for leading the learning. This work matters. #LCPS19 @EdElements @JeDallas @nslev116

Choose Day Tuesday

Choose 1 x 30 minute session

All teachers required to attend.

Welcome to Choose Day Tuesday!

Choose a topic below, find the station location and enjoy and interesting and enlightening conversation with your peers!

Stations

Station 1:
Creating Paths Instead of Playlists

Station 2:
Collaboration Tools

Station 3:
Student Accountability and Intrinsic Motivation

Station 4:
Public Products

Station 5:
WeVideo

Station 6:
Community Outreach to Parents and Students about PL Action Plan

Station 7:
Quizziz and Other Digital Formative Tools

Station 8:
Managing Conferencing with Individuals and Small Groups

Station 9:
Screencastify

Station 10:
Going Gradeless

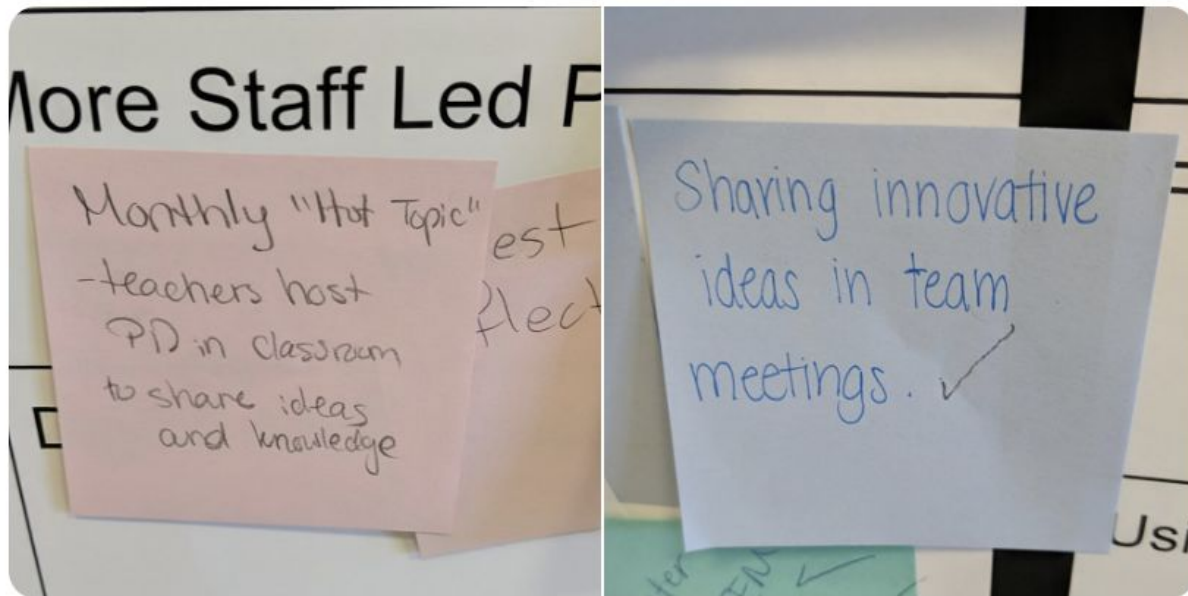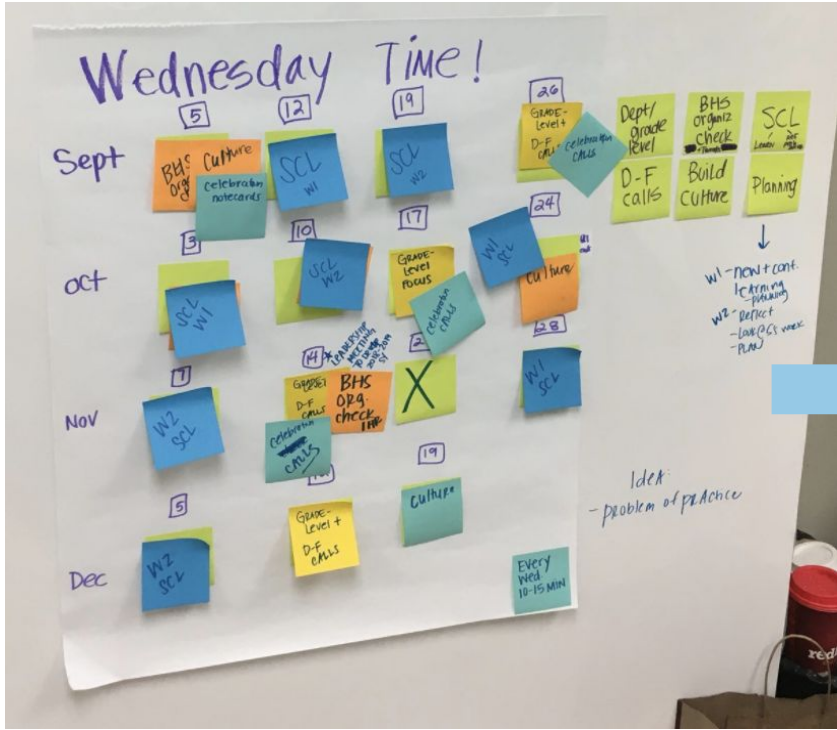Education Elements

Teachers Generate Areas of Focus

Co-Developing a Plan for Weekly Support

Bulkeley High School Wednesday Plans

	5	12	19	26
SEPT	BHS Organization Check / Build Culture	Problem of Practice / Planning for PoP	Reflection & Responsive Planning	Grade-Level/Department / D-F Calls
	3	10	17	24
OCT	Problem of Practice / Planning for PoP	Reflection & Responsive Planning	Grade-Level/Department / D-F Calls	Problem of Practice / Planning for PoP / Culture
	7	14	21	28
NOV	Problem of Practice / Planning for PoP	BHS Organization Check (1 hr) / Grade-Level/Department / D-F Calls	Holiday	Problem of Practice / Planning for PoP
	5	12	19	
DEC	Reflection & Responsive Planning	Grade-Level/Department / D-F Calls	Culture Building	

Norms and Ideas:
- Every Wednesday has BHS Organization Check for 15 minutes
  - How can we use data to inform these checks?
- Every D-F Calls includes Celebration Calls (i.e. For every 1 D-F Call, you call 3 Celebrations; Call all your D-Fs and call and speak to 1 Celebration before you go home)
- We are responsive to needs of teachers, students and leaders.
- November 14: Leadership Team Revisits Plans for January on

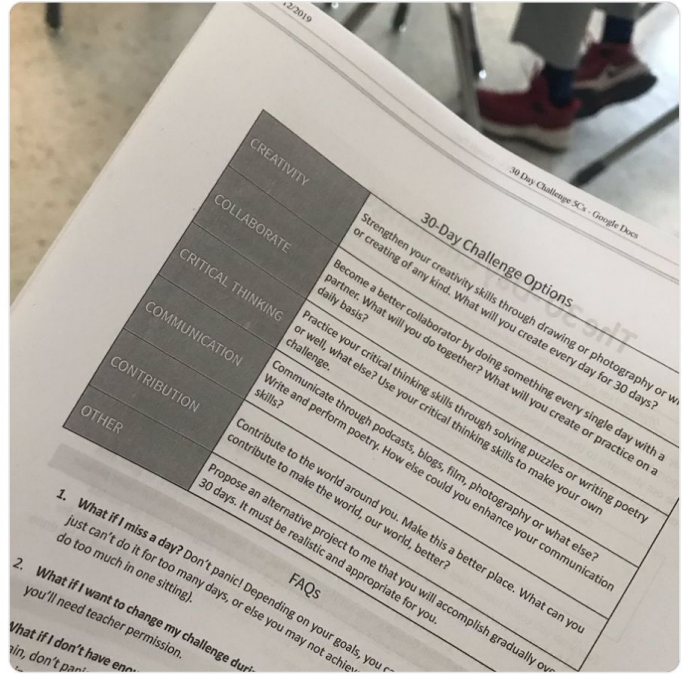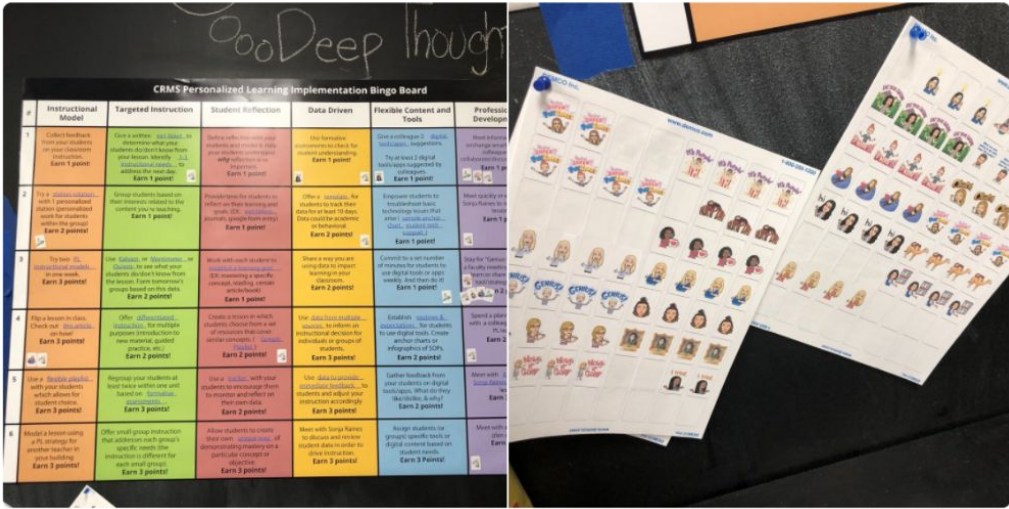| SCL + Planning (W1)	SCL + Planning (W2)	Culture Building	BHS Organ. Check
Choice in learning / Create weekly focus areas of instructional	"Ghost" walks - learning walks; involve more teachers in the learning / Mix of collaboration/independ.	Games/Minute to Win It / Find ways to make people feel valued / "Risk taking" awards	Failure factors (weekly/daily) / Debriefing / Weekly focus (email)

Shifting Practice in 30+ Days

Amanda Kim
@Mrs_Kim1211

Following

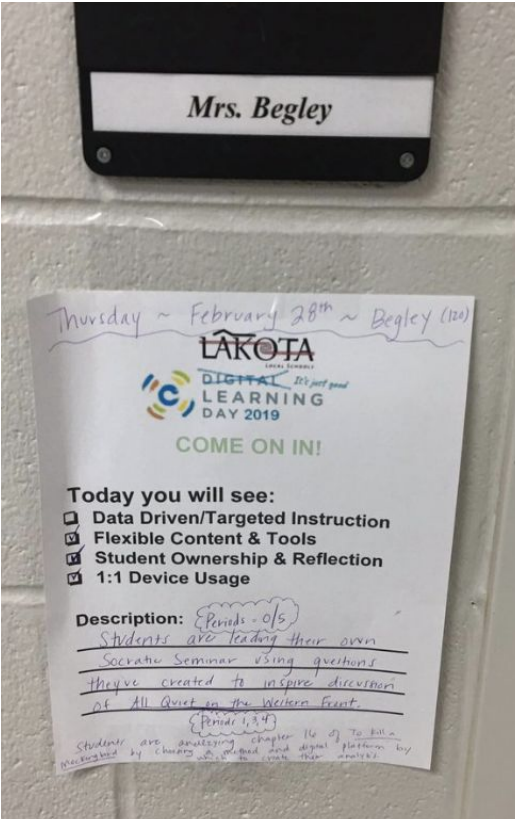Explicitly teaching the 5Cs in authentic experiences. @Mhaseltine @BAM_MS_Official

12:28 PM - 14 Mar 2019

Sharing What You Will See in Classrooms

Build Community around the Work

Innovative School Leader Competencies

Know Yourself
Understands how personal experiences, values, and strengths impact practices and interactions

Nurture Trust
Builds deep trust by creating space where people feel safe to share feedback and ask questions

Focus On Purpose
Inspires people with a clear why, theory of action, and stories of success

Cultivate Curiosity
Develops empathy and knowledge by asking questions, listening, and engaging with new ideas

Show Appreciation
Celebrates people and ideas in a way that expresses authentic gratitude

Distribute Power
Designs systems that empower others to be decision makers and innovators

Decide Deliberately
Makes responsive decisions guided by priorities, purpose, and data from real experiences

Build Community
Curates inspiring, diverse, networked communities that support connection and collaboration

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Learners of today. Ready for tomorrow.
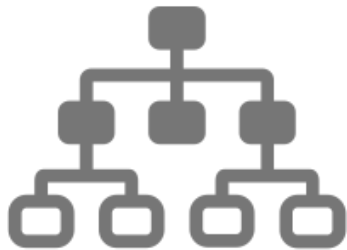
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Self-Reflection

5-Day Challenge: Area I'd like to improve in over the next week.	
What is your challenge?	*(i.e. Visiting at least 10 classrooms a week)*
What are your commitments to the challenge?	*(i.e. I will place 1 hour on my calendar per day to be in classrooms)*
How will you celebrate success along the way?	*(i.e. I will share my learning from classrooms w/ entire staff)*
How will you celebrate learning and failure along the way?	*(i.e. I will announce how many classrooms each week I've visited to leadership team)*

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Join the Education Elements Team for Our Next Webinar
April 18, 2019 at 11:00 AM EST

Personalized Learning PD for Your Staff

Hosted by Jill Thompson, Associate Partner at Education Elements

Want more webinars? Check out our webinars page
www.edelements.com/webinars

Thank you for joining today!

Change happens when we change our habits.

Kelly Freiheit
Associate Partner
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@kelly_freiheit

Natalie Woods
Associate Partner
natalie@edelements.com
@NatalieWoodsEE

__Need accountability?__ Email your idea to us and set-up time to re-connect.

Take a picture of this slide and tag __@edelements__ on Twitter!

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