Focused Leadership Teams

School Improvement Team-Breakout Session
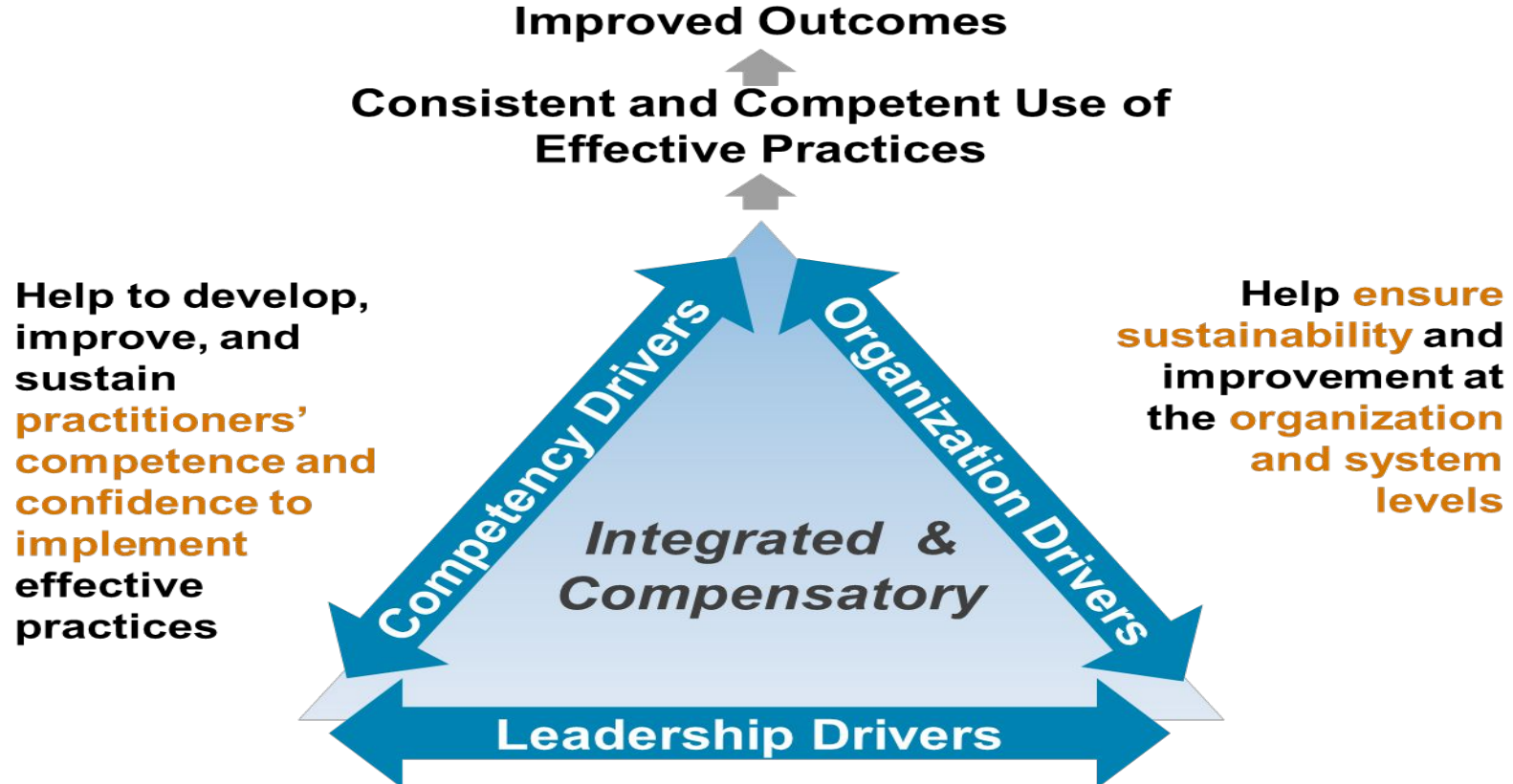
Elementary Principal PD 2016-17

Agenda (60 minutes)

Learning Target: Re-frame SPPS Leadership Team processes based on Implementation Science research.

1. Implementation Science Leadership Teams
2. Feedback Loops
3. LT rubric and CI timeline in Monitoring LT work--groups
4. Try out SCIP progress monitoring (to be done with LT)
5. Share out Ideas (professional collaboration)

Implementation Drivers

Improved Outcomes

Consistent and Competent Use of Effective Practices

Help to develop, improve, and sustain practitioners' competence and confidence to implement effective practices

Competency Drivers

Integrated & Compensatory

Organization Drivers

Help ensure sustainability and improvement at the organization and system levels

Leadership Drivers

Help guide leaders to use the right leadership strategies for the situation

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Key Functions of the Leadership Implementation Team
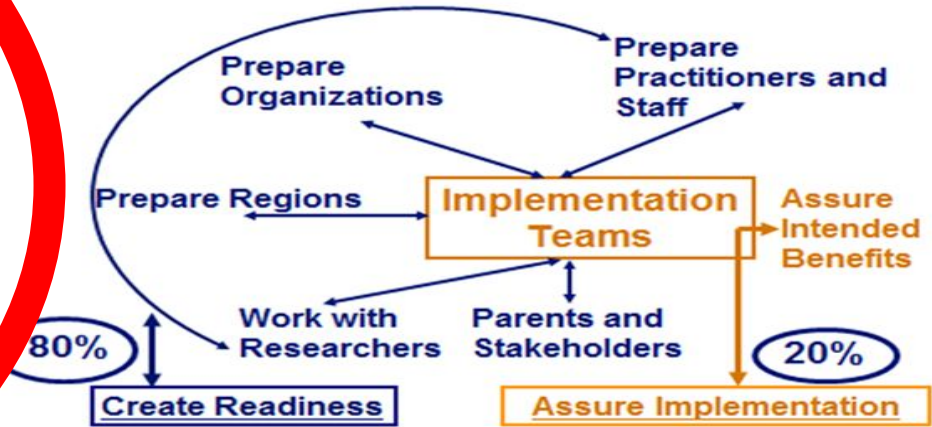
Ensure Implementation

- **Assess and create buy-in and readiness**
- **Install and sustain implementation drivers**
- **Monitor implementation fidelity and outcomes**
- **Align systems, and manage the plan and the stage-based work**
- **Solve problems and build sustainability**

Engage the community

Create hospitable environments

Prepare Organizations

Prepare Practitioners and Staff

Prepare Regions

Implementation Teams

Assure Intended Benefits

Work with Researchers

Parents and Stakeholders

80%

Create Readiness

20%

Assure Implementation

- **Assess and create buy-in and readiness**
- **Install and sustain implementation drivers**
- **Monitor implementation fidelity and outcomes**
- **Align systems, and manage the plan and the stage-based work**
- **Solve problems and build sustainability**

On a Trajectory, where is your LT at with these systems?

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Clear Mission & Vision Driving Team

The Leadership Team should have its own Mission and Vision statements that support the school's.

How is the leadership team carrying out the vision and mission through its OWN mission and vision?

2-Way Feedback Loops

Ensure that the leadership team and school staff fully understands the need for a quality two-way plan for communication with all stakeholders.

- *Teachers*
- *Families*
- *Community*
- *District supports*

How are we going to?

Ensure a wide range of meaningful strategies and activities to engage all staff with:

- *SCIP Evidence-based strategies*
- *PD planning*

In your SCIP:

SETTING GOALS
Reading

Evidence-Based Practice: Small Group Reading Instruction

Status: Active

- Leadership teams:
  - Update evidence based practice progress
  - Action Steps & Review dates
  - Set status as: Inactive, Active, and Complete

Discuss:

1. What are ways that we are finding success with feedback loops? (2-way)

Create a Poster:

2. Use the LT rubric and CI timeline, create a visual for how we are informing our plans for the year's work.

Try Out:

3. Try out accessing your SCIP for Progress-monitoring (Update checkpoints)

CI Timeline:

https://docs.google.com/a/stpaul.k12.mn.us/document/d/1uUhetk7eHEDV0Ka580FYxb-ebXTTrNroYY24MsMO_HM/edit?usp=sharing

LT Rubric:

https://drive.google.com/a/stpaul.k12.mn.us/file/d/0BytqXvaBNYHGQW9hdXFJVTl0ZG8/view?usp=sharing

Share out Posters and Thinking