

2008-2009 Administrative Council Professional Development Plan

The South Lane School District Administrative Council group has met twice monthly for the past seven years with the primary focus of the meetings on leadership development for administrators and pre-service administrators. This time together was deemed sacred and business type agenda items were rare and dealt with in additional meetings or via technology. Typical Administrative Council meetings included common pre-reading, either from books or research articles. Some of the books read over the past seven years include *Whatever It Takes* by Rick DuFour, *Change Leadership* by Tony Wagner, and *A Whole New Mind* by Daniel Pink. The bi-monthly meetings were facilitated by one of the central office administrators, including the superintendent, with the exception of this past year where all administrators were responsible for the facilitation of one Administrative Council meeting.

For the past two years, each administrator or administrative intern was a member of a Coaching Commitment Team. The teams were comprised of at least one central office administrator, one elementary principal, one secondary principal, and one administrative intern (also teachers in the district). These teams were established to help coach and support one another in putting into practice the learning that occurred during the Administrative Council meetings. We had clearly established a “Professional Learning Community” but we wanted to direct our work into a “Community of Practice” where we actually used our new learning to make changes and implement new ideas and initiatives. An example of a Coaching Commitment Team’s work was the team that developed a Classroom Learning Walk Tool. The team used the tool to conduct Learning Walks across buildings as a group and then would confer and debrief the observations made regarding instruction. The development of the tool was a key learning, but the use of the tool and what forms the basis of good instruction has been very powerful in moving our administrative skill forward in supporting good instruction. The tool has since been shared with all administrators and has become a common tool used across the district that is well accepted by teachers, too.

For the 2008-2009 school year, we are adding a new dimension to our Administrative Council work. As Michael Fullan stated, “the best theories are at their core solidly grounded in action.” In order to push our learning (theories into action), we are changing the format of our bi-monthly Administrative Council meetings. We will continue our learning time together during the first Monday of the month Administrative Council meeting. The theme for the year will be organized around three books - Michael Fullan’s *The Six Secrets of Change (2008)*, Lew Smith’s *Schools That Change (2008)*, and Tony Wagner’s *Global Achievement Gap (2008)*. At times this work will also include our seven board members.

In place of our second meeting time per month (with a few exceptions), the Administrative Council Team will self select into one of three “Communities of Practice” groups. The work of these leadership communities will often times be imbedded in the instructional day. At least one Central Office Administrator will be assigned to each of the three Study Groups.

Description of the Communities of Practice

Leadership Studio

The Leadership Studio will mirror the Lesson Study Model we used with writing and mathematics for our Studio Classrooms except the setting won't necessarily be in the classroom. The purpose of the Leadership Studio is to deconstruct the work of "Leadership" into smaller practices, go deep into those practices, and put it all back together for improved practice. The Principal will identify the "practice" they want to explore more deeply and that will determine the setting for that particular Practice Study Group. The setting may change each rotation. Examples of settings may include a staff meeting, a department meeting, a professional development session with staff, or a parent involvement meeting. A structure will be developed to identify the focus of the observations and the feedback and questions asked following the study.

Co-Facilitators: Krista Parent, Julie DePauw

Participants: Donn Pollard, Brian McCasline, Jeremy Smith



September 24, 2008 – The first three phases of the Leadership Studio in action. Step 1 Advance Preparation: Making the Connections to Best Practices, Step 2 Experiencing the Content: Working Together, Step 3 Overview of the Lesson Summary.

Enhancing Teaching & Learning: One Staff Member at a Time

The Enhancing Teaching & Learning group will examine all aspects of the differentiated supervision and evaluation process. The group may observe one another in various phases of this process and explore other models. This group will also identify effective strategies for working with expert teachers versus rookie teachers and teachers struggling to meet minimal instructional standards. The needs for support staff will also be a key topic of study.

Co-Facilitators: Julie DePauw, Tim Rochholz

Participants: Steve Morosin, David Bascue, Dave Presley, Ali Nice, Laurie Klein, Tom Horn

Improving Schools From Within

The Improving Schools From Within group will support and challenge building leaders as they focus on innovations and improvements for their schools. Each participant will identify a particular curriculum innovation they are working on in their building and the group will study, coach and support the innovation. Issues related to year long planning, communication, creating a sense of urgency, implementation dips, monitoring progress, celebrating the successes, and adjusting along the way will be topics of discussion.

Co-Facilitators: Todd Hamilton, Chris Parra

Participants: Jackie Lester, Chad Hamilton, Teresa Martindale, Linda Pabst, Stefan Aumack