



Building Staff Collaboration



WIRSA 2016



Introduction of Staff

Amy Westhuis - Elementary Reading Specialist

Allen Hunt - K-12 Technology Integration Coach

Matt Rupp - High School Science, Lead Teacher

Ty Maki - Curriculum and Instruction

Dan Nett - District Administrator

Opportunities for Staff Collaboration

Organization, System, and Culture - Early Release Wednesdays

Curriculum review and development

80/20 Projects

Professional development opportunities - rewarding staff

Lead instructors

Supportive administrators

Engaging learning opportunities for educators

Meaningful and purposeful engagement

Recent Examples:

- Recent inservice on Webb's DOK. Teachers working in grade level teams or discipline teams to construct level 1-4 questions
- Engagement for kids, growth, descriptive feedback from learners
- Summative assessment and Forward Exam

DOK Inservice



Collaboration with community

Student and community surveys - google forms, survey monkey, Skylert, email, social media, poll everywhere

- Feedback on programs and opportunities
- Guidance/Ideas for Professional Development
- Reflective Practitioners



Organization, System, Culture



Welcome back to all staff - setting tone for upcoming school year - highlight strengths, identify areas of growth needed

Whole team admin meetings - monthly formal meeting - Discuss goals for Curriculum, Facilities, Budget, Personnel Development, Technology Integration, Legal, Community Engagement, Academic Spotlight. Each director/coordinator reports on specific area. Communications are strictly K-12 highlights and growth pieces. (share doc)

continued

Principals share with educators during inservice and collaboration days

- Daily/weekly communication out to staff via email

- focus on programs and learning - not vending machines



Curriculum Review and Development

Establish yearly cycles grade levels/departments

Establish annual expenditures for purchases

Curriculum council approves development desires

Support for educators to contribute after hours/summer curriculum pay or extra duty pay

80/20 Projects - curriculum, standards alignment, assessments, technology integration, any school wide improvement. Approval through curriculum director.



Professional Development Opportunities

- Funding and Title II

- rewarding staff but also developing staff

- bringing in house - collaborating calendars working with neighbors to bring in national speakers

- Shaping PD opportunities on strategically planned needs for learners

 - what data are you looking at for high need areas

Lead Instructors and Instructional Coaches

- Identified by admin or committee

- help coordinate PD, needs, communications with grade or department team

- assist with alignment and pacing of curriculum, differentiation strategies

- assist with supply/curriculum needs point person for admin, specialist, instructional coach

- mobile and in classrooms, peer guidance in the classrooms

Administrators

High expectations and reflective practitioners

Organization

Consistency and commitment - investment in improvement

Always professional and problem solving based

Desire to grow the district, creativity in programming, scheduling, budgeting

Strength in verbal and written expression - all forms of communication out to staff, kids, and school community

Budget

Educate stakeholders and engage critics, educating school community on budget and precipice

Fiscal responsibility = busy staff versus employment agency and suppressed wages - creativity and integrity of master scheduling

Recruitment and Long Term Retainment

- Supply and demand

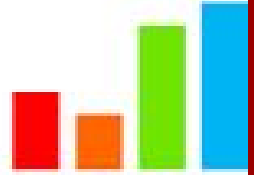
- Teacher shortage data, funding two systems, transparency

Community Engagement and Collaboration

- all staff sharing success with parents - social media and email
- results of parent surveys, student surveys, staff surveys - identifying areas of success and growth - culture, support in specific disciplines, technology integration, facilities, etc.
- syndrome of “we are the expert” vs. reflective practitioner
- consistent dialogue/communication with parents

Some data so far...

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- Increased summer school participation from 270 to 352, increased 4k numbers
- Overall improvement in state test scores (pockets identified and being targeted)
- consistent performance in ACT results about 20.6 for 100% participation
- Staff desire to participate in Curriculum review and PD opportunities
- Review of projects, delivery from review/pilot/rollout observed movement in delivery
- Numerous programs available to students from Science kits to Agricultural Science in HS

Identified Areas of Growth

Mapping curriculum and universal lesson planning

Computer programming courses, web, network certs

Adding business partnerships - Ameriquip

-Industry, teamwork, intangibles, sharing needs with staff, resources for character development

Increasing partnerships with Technical Colleges and Universities

