

COMMISSIONER'S LEADERSHIP ACADEMY INSTITUTES 2015-16

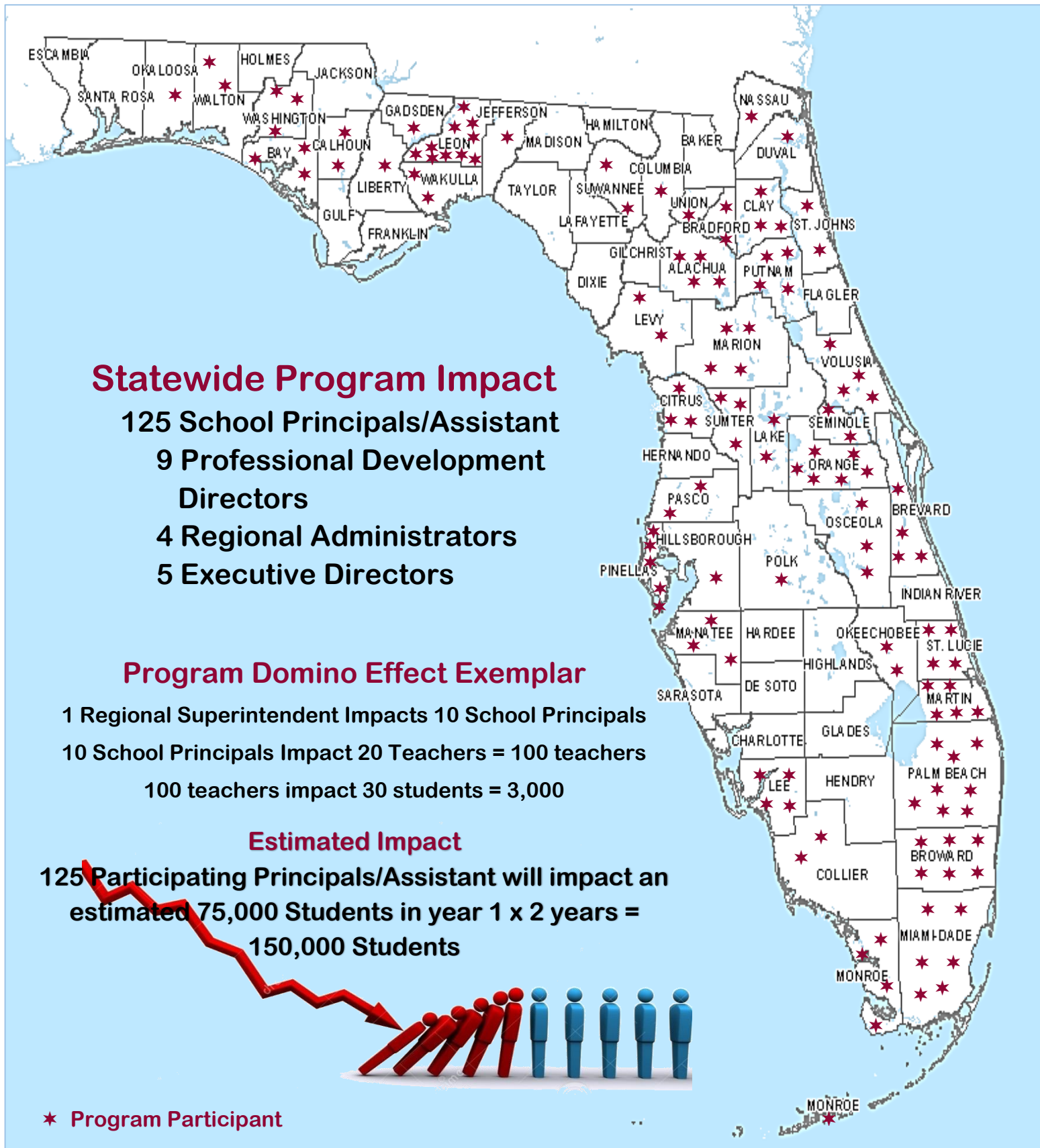


A Project of the
Council for Educational Change,
the Florida Department of Education, and the
University of Washington-Center for Educational Leadership

LEADING THE WAY TO STUDENT ACADEMIC ACHIEVEMENT

Council for Educational Change
Meridian Business Campus 3265 Meridian Parkway, Suite 130 Weston, FL 33331
Phone (954) 727-9909 Fax (954) 727-0990 Toll Free (866) 268-0250
www.ChangeEducation.org

Statewide Impact:



Program Summary

Now in its second year, the Commissioner's Leadership Academy Institutes is a project of the Florida Department of Education in partnership with the Council for Educational Change and the University of Washington's Center for Educational Leadership. The Academy

is a year-long, job-embedded and research-based program for principal professional development. The Academy is focused on improving understanding of the complexity of teaching and building capacity on instructional leadership practices that are linked to increased student achievement. The academy provides a professional learning program for public school principals and principals' supervisors from around the state on what constitutes high quality instruction

and the role highly effective school leaders play in improving teacher practices.

Three anticipated outcomes of the Institutes are:

1. Deepen school leaders' knowledge and skills in identifying high quality instruction along with the professional learning necessary to support teachers' own learning.
2. Deepen school leaders' skills in observation, analysis, and feedback through on-site support, coaching and modeling.
3. Develop school leaders' skills in providing targeted feedback for teacher growth.

The Academy's work is grounded in the theory of action... student learning will not improve until the quality of teaching improves, and the quality of teaching will not improve until leaders understand what constitutes high quality instruction along with the role they play in improving teacher practice.



Participating Schools

Alachua

Norton Elementary
Gainesville

**UF Lab School/P.K. Yonge
Developmental Research**
Gainesville

Bay

Rutherford High
Panama City

Tyndall Elementary
Panama City

Brevard

Fairglen Elementary
Cocoa

Pinewood Elementary
Mims

Merritt Island High
Merritt Island

Bradford

Bradford High School
Starke

Broward

Dillard Elementary
Ft. Lauderdale

The Quest Center
Hollywood

Fort Lauderdale High
Fort Lauderdale

Dillard High 6-12
Fort Lauderdale

Gator Run Elementary
Weston

Calhoun

Altha Public School
Altha

Blountstown High
Blountstown

Citrus

Crystal River Primary
Crystal River

Rock Crusher Elementary
Homosassa

Clay

Shadowlawn Elementary
Green Cove Springs

Grove Park Elementary
Orange Park

Collier

Golden Gate Middle
Naples

North Naples Middle
Naples

Columbia

Five Points Elementary
Lake City

Duval

Arlington Elementary
Jacksonville

Pinedale Elementary
Jacksonville

Sandalwood High
Jacksonville

Southside Middle
Jacksonville

Duval

**Stonewall Jackson
Elementary**
Jacksonville

Escambia

Ferry Pass Elementary
Pensacola

Flagler

Flagler Palm Coast High
Palm Coast

Glades

West Glades
LaBelle

Pemayetv Emahakv Charter
Okeechobee

Moore Haven Elementary
Moore Haven

Gulf

Port St. Joe Elementary
Port St. Joe

Hardee

**Hardee Junior High/Hilltop
Elementary**
Wauchula

Hendry

Clewiston Middle
Clewiston

Hernando

Explorer K-8
Spring Hill

Program Outcomes

In its first year, the Commissioner's Leadership Academy Institutes was limited to 150 school leaders (specifically principals and principal supervisors) on an application basis, with leaders demonstrating the interest and commitment to participate fully in all aspects of the program; to make their leadership practice public; and to reflect on their learning in order to support the Florida Department of Education's goal of scaling up school leadership effectiveness across the State.



For the 2015-2016 Academy Institutes, there were 200 participants. Forty-five FITS -Facilitators in Training- were added. These principals had participated during the 2014-15 Academy and were being trained to facilitate the learning walks during the current and upcoming year. Participants come from all over the State of Florida.

Those selected for the Commissioner's Leadership Academy participated in three Institutes in Orlando, and five school site "learning walks" where, with a group of principals/colleagues, they were able to practice instructional leadership skills.

Targeted Outcomes

1. Develop a deep knowledge and understanding of leadership development processes, frameworks and tools
 - a. build a sense of community within and among cohorts
2. Ability to articulate, model and coach the foundational skills for observation, analysis, and feedback
 - a. revise personal learning goal(s) for observing and analyzing instruction
3. Ability to organize, facilitate and lead learning walkthroughs
 - a. review and reinforce skills that will be emphasized in upcoming learning walks
 - b. understanding of how learning walks support their growth as instructional leaders, reflecting on learning and skill development to date

Participating Schools

Highlands

Avon Elementary

Avon Park

Sun 'n Lake Elementary

Sebring

Memorial Elementary

Avon Park

Cypress Creek Elementary

Ruskin

Hillsborough

Stewart Middle Magnet

Tampa

Holmes

Bethlehem High

Bonifay

Ponce de Leon Elementary

Ponce de Leon

Indian River

Treasure Coast Elementary

Sebastian

Glendale Elementary

Vero Beach

Vero Beach High

Vero Beach

Sebastian River High

Sebastian

Jackson

Hope School

Marianna

F.M. Golson Elementary

Marianna

Grand Ridge School

Grand Ridge

Lake

Clermont Middle

Clermont

Lee

Trafalgar Elementary

Cape Coral

North Fort Myers High

North Fort Myers

Estero High

Estero

Edgewood Academy

Lee

Leon

Fairview Middle

Tallahassee

WT Moore Elementary

Tallahassee

Gilchrist Elementary

Tallahassee

Lincoln High

Tallahassee

Levy

Chiefland Elementary

Chiefland

Liberty

Hosford Elem & Jr High

Hosford

Manatee

Johnson Middle

Bradenton

William H. Bashaw

Elementary

Bradenton

Marion

Osceola Middle

Okeechobee

Vanguard High

Ocala

Martin

Clark Advanced Learning Center

Stuart

SeaWind Elementary

Hobe Sound

Martin County High

Stuart

Jensen Beach Elementary

Jensen Beach

Miami Dade

Aventura Waterways K-8 Center

Aventura

Rockaway Middle

Miami

Southwest Miami High

Miami

Whispering Pines Elementary

Cutler Bay

Monroe

Horace O'Bryant

Key West

Gerald Adams Elementary

Key West

Marathon High

Marathon

Activities - Day 1

Survey Questions...

How did today's session help prepare you for upcoming walkthroughs?
What parts of the institute assisted you most in your learning

Commissioner's Leadership Academy – Agenda October 7-8, 2015

Goals:

- Build a sense of community within and among cohorts.
- Acquaint participants with the goals and work of the project.
- Learn how learning walks support participants' growth as instructional leaders.
- Identify personal learning goal(s) for observing and analyzing instruction.

Day 1: Wednesday, October 7

6:30 - 8:00 am Breakfast/Atrium

8 am Arrival – Registration – Materials - Networking

8:30 Welcome / Introductions / Housekeeping

Foundational Ideas

9:30 Break

9:45 Instructional Core - Setting Norms / Building Cohort Community

11:30 Lunch on your own

1:00 5 Dimensions of Teaching and Learning (5D) Assessment Results
Learning Walk Performance Tasks

3:00 Break

3:15 Affinity Groups

4:00 Close

Note: Please bring your laptop computer to the conference

"I think that focusing on student talk was very helpful. It helped me hone my lens on what student talk should sound and look like."

Elizabeth De Cardenas

"This was my favorite conference so far. I enjoyed the timeframe and felt that there was always learning going on and no downtime."

Sunny Chancy

I am grateful for the offering of this instructional leadership opportunity! Thank you!

Debbie Battles

"I am prepared to listen more to questions being asked by teachers and key in on what students are doing in their activities (listening to student versus student questions). Also, I am more aware of looking for the rigor and taxonomy level of the questions and activities being implemented in the classroom during instruction."

Derrick Hibler

Participating Schools

Monroe

Sugarloaf School

Summerland Key

Stanley Switlik Elementary

Marathon

Nassau

Callahan Intermediate

Callahan

Okaloosa

Mary Esther Elementary

Mary Esther

Okeechobee

South Elementary

Okeechobee

Seminole Elementary

Okeechobee

Orange

Florida Virtual

Orlando

Timber Creek High

Orlando

Sand Lake Elementary

Orlando

Lockhart Middle

Orlando

Independence Elementary

Winter Garden

Columbia Elementary

Orlando

Osceola

East Lake Elementary

Kissimmee

Saint Cloud High

Saint Cloud

Horizon Middle

Kissimmee

Palm Beach

Glades Central High

Belle Glade

Woodlands Middle

Lake Worth

KEC/Canal Point

Elementary

Canal Point

Don Estridge High Tech

Middle

Boca Raton

Pasco

Pepin Academies

New Port Richey

Land O' Lakes High

Land O Lakes

Pinellas

Sunset Hills Elementary

Tarpon Springs

Douglas L. Jamerson, Jr.

Elementary

St. Petersburg

Safety Harbor Elementary

Safety Harbor

Eisenhower Elementary

Clearwater Florida

Putnam

Crescent City Junior Senior High

Crescent City

Middleton-Burney

Elementary

Crescent City

Seminole

Keeth Elementary

Winter Springs

Lake Brantley High

Altamonte Springs

St. Lucie

Fort Pierce Central High

Ft. Pierce

Allapattah Flats K-8

St. Lucie

St. Johns

Gamble Rogers Middle

St. Augustine

Durbin Creek Elementary

St. Johns

Sumter

South Sumter Middle

Webster

Wildwood Elementary

Wildwood

Suwannee

Suwannee Intermediate

Live Oak

Union

Lake Butler Middle

Lake Butler

Volusia

Chisholm Elementary

New Smyrna Beach

Holly Hill School

Holly Hill

David C. Hinson Middle

Daytona Beach

Walton

Walton Middle

DeFuniak Springs

Freeport Elementary

Walton

Washington

Kate M. Smith Elementary

Chipley

Vernon Elementary

Vernon

Learning Walks...

Learning Walks and Talks...

Engaging in Reflective Inquiry

“Learning Walks and Talks (Sharratt, 2013) begin at the Data Wall (a visual inspirational area) in order to make emotional connections and have cognitive insights about each student – the personalization of

data of all learners. It is a daily practice that develops and enhances leadership competencies – an approach in which system leaders, principals and teacher-leaders observe and engage in reflective inquiry with teachers to note growth, to impact student achievement and to build the learning culture in each school.



Brian Dassler,
Deputy Chancellor for
Educator Quality
addresses the
participants

Those doing Walks and Talks follow an explicit protocol including defined rules regarding subsequent talk that is growth-promoting about teaching decisions in and across classrooms, schools and districts. The conversations are based on the notion of reciprocal and respectful relationships and lead to non-evaluative discussions that focus on learning together as teachers and administrators.”

Lyn Sharratt
is a researcher, author, practitioner
and international consultant.

“Aligning the walkthroughs to the school focus is the key! Narrowing the focus! As long as we do not try to look for everything, I think we will do well when it comes to evaluating what we see in a classroom.”

Peter Gaffney

Other Statewide Participants

Bradenton - District
Director School Improvement

Bronson - Levy County School District
Assistant Superintendent

Bushnell - Sumter County School Board
Coordinator of Professional Accountability

Shipley - Washington County School District
Director of School Leadership and Management

Crawfordville - Wakulla District Schools
District Director of Instructional Services

Fort Pierce - St. Lucie Public Schools
Director of Leadership Development
Executive Director of Schools

Gainesville
- P.K. Yonge Developmental Research School-PKY
teacher evaluations
- University of Florida, College of Education - Director
of Assessment and Accreditation
- Alachua County Public Schools, Director of
Professional Development

Green Cove Springs - School District of Clay County
Director of Professional Development, School
Improvement and Assessment

Howey in the Hills - Director of Professional
Development

Inverness - Citrus County Schools
Director of Professional Development

Lake Placid - Heartland Educational Consortium
Coordinator of Professional Development

Lake Placid - Highlands
Executive Director, Heartland Educational Consortium

Largo - Pinellas County Schools
Director of Professional Development

Live Oak - Suwannee County School District
Assistant Superintendent of Instruction

Melbourne - South Area Office
Area Superintendent

Miami - Miami-Dade County Public Schools
Administrative Director

Ocala - Marion County Public Schools
School Development and Evaluation

Orlando - Bureau of School Improvement
Multi-Tiered System of Support Specialist

Palatka - Putnam County School District
- Assistant Superintendent for Curriculum and
Instruction
- Director of Secondary Education

Palm Coast - Flagler Palm Coast High School
Executive Director of Community and Student
Engagement

Panama City - Bay District Schools
Instructional Specialist for K-12 School Improvement

Quincy - Gadsden County Schools
Director of Federal Programs

Royal Palm Beach - H.L. Johnson Elementary
Director of School Transformation

Starke - Bradford County School District
Director of Human Resources

Stuart - Martin County School District
Director of Professional Development

Tallahassee - Florida Department of Education
- Bureau Chief
- Chief of Federal Educational Programs
- Director Healthy Schools
- Education Policy Consultant
- Executive Director for School Improvement

Tallahassee - Florida State University Schools
Executive Director

West Palm Beach
- Department of Elementary Education, Director of
Elementary Education
- School District of Palm Beach County, Manager,
Elementary Education

Activities - Day 2

Survey Questions...

How did today's session help prepare you for upcoming walkthroughs?

What parts of the institute assisted you most in your learning

"I am more aware of what I need to look for and how to provide the appropriate feedback with the question stems provided from this training."

Derrick Hibler

"By providing strategies and new learned protocol to take back to my campus and implement. A deeper understanding of my role as principal."

Bryan Boyer

"It definitely deepened my knowledge about identifying high quality instruction, sharpened my observation skills and helped prepare to give the best targeted feedback I could."

David Swanson

Commissioner's Leadership Academy – Agenda October 7-8, 2015

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Day 2: Thursday, October 8

6:30 - 8:00 am Breakfast/Atrium

8:00 Networking & Cohort Logistics

8:30 Welcome / Reflections on Day 1

Learning Walk Simulation

Determining a Focus - Creating "Look Fors"

9:30 Break

9:45 **Observing Classroom Practice - Descriptive Note-Taking**

11:30 Lunch on your own

1:00 **Observe Classroom Practice**

Wonderings - Identify and Analyze Trends

2:30 **Theories and Implications**

Next Steps / Communication with Staff

3:00 **Reflection / Evaluation / Close**

Note: Please bring your laptop computer and reference

"Learning how to look at critical elements in the classroom during the instruction was the most important process for me. After watching the videos, I was able to see other areas to watch for such as standards-based instruction, questioning techniques used by the teacher, and the overall learning environment of the classroom."

Derrick Hibler

COMMISSIONER'S LEADERSHIP ACADEMY INSTITUTES LEADING THE WAY TO STUDENT ACADEMIC ACHIEVEMENT

Commissioner's Leadership Academy Institutes

Improving Instruction to Achieve Results

WELCOME

Presented by



FLORIDA DEPARTMENT OF
EDUCATION

On site recognition poster and participant
workbook insert

**Council for
educational
change**

established by the
FLORIDA ANNENBERG CHALLENGE

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Commissioner
of Education,
Pam Stewart

Walk Through Training



Participants in Session

Capacity Building

"The content was perfect!!! Very beneficial. I am REALLY looking forward to continuing this important work with my cohort and learning from one another. Thank you!" Debbie Battles

"This is a wonderful experience for administrators and can have a positive impact for instruction." Anonymous