

Building Effective Teams

The Role of the Teacher Leader

Effective Practice ➡ Increased Student Learning

**Florida Association
of Staff Development
Leadership Conference**

September 20, 2016

Frederick Brown
Learning Forward





Participants will:

- Consider the Backmapping strategy as a structure for strengthening school-based teams;
- Focus on the role of the teacher-leader in leading effective professional learning; and
- Commit to at least one strategy that will positively impact professional learning and educator practice in your systems.

Six of the 22 Elements in a Learning System for Educators





CONNECTING LANDSCAPES for LEARNING VANCOUVER

SAVE \$75 US Register by June 30 for 3-, 4-, or 5-day conference attendance

2016 ANNUAL CONFERENCE
DEC. 3-7, 2016

Come to Vancouver Dec. 3-7

Collaborate with education leaders from around the world, gain deep insight into the attributes of high-functioning school teams and learning communities, and the actions you can take as leaders to put these principles into practice.

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TRENDING TOPICS: [ESSA](#) • [Annual Conference](#) • [JSD](#) • [Learning Communities](#) • [Redesign PD](#)

[Teacher Leaders](#)
[School Leaders](#)
[System Leaders](#)
[External Partners](#)
[Policymakers](#)



From *Tools for Learning Schools*

Build a culture that nurtures productive conflict -- Read how three experts establish a culture that encourages productive conflict and use tools to explore this topic with your team. [Download this article.](#)

[Tools for Learning Schools](#) • [Webinar Archive](#) • [More](#)

Blog

Intentional connection and community within the Annual Conference

May 25, 2016

Have you ever been in a room full of people and felt completely alone? I've actually experienced that feeling during several conferences I've attended throughout my career. I remember walking into the receptions, plenary sessions, and even small concurrent sessions without knowing a soul and then exiting without having a conversation with anyone.

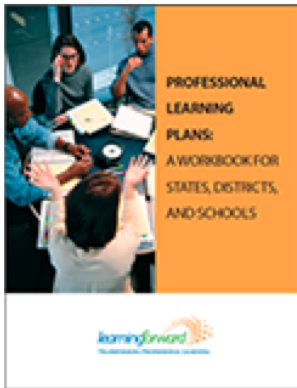


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Finding the Comprehensive System of Learning Document

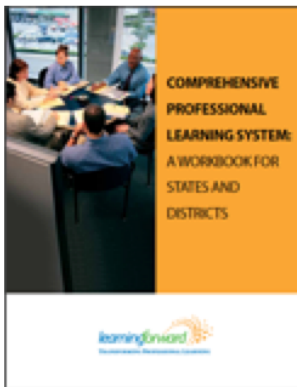
School and District Tools

[Professional Learning Plans: A Workbook for States, Districts, and Schools](#)



Professional learning plans establish short- and long-term guidance for professional learning and its implementation. This workbook offers information and tools to walk educators through seven planning steps, from data analysis to setting goals to identifying learning designs to monitoring impact. Effective plans help individuals, schools, districts, and states to coordinate learning experiences designed to achieve outcomes for educators and students.

[Comprehensive Professional Learning System: A Workbook for States and Districts](#)



This workbook guides a team in reviewing, revising, or replacing an existing professional learning system. The process outlined and the tools included support the team in conducting all aspects of its work, usually done over several months, with continuous progress monitoring and input from research, experts, and constituents. The workbook is designed to be used by leaders in education agencies, including state departments or ministries of education, local school systems, and other governing agencies or organizations that provide professional learning.

A resource to inform your planning:



PROFESSIONAL LEARNING PLANS:

A WORKBOOK FOR
STATES, DISTRICTS,
AND SCHOOLS

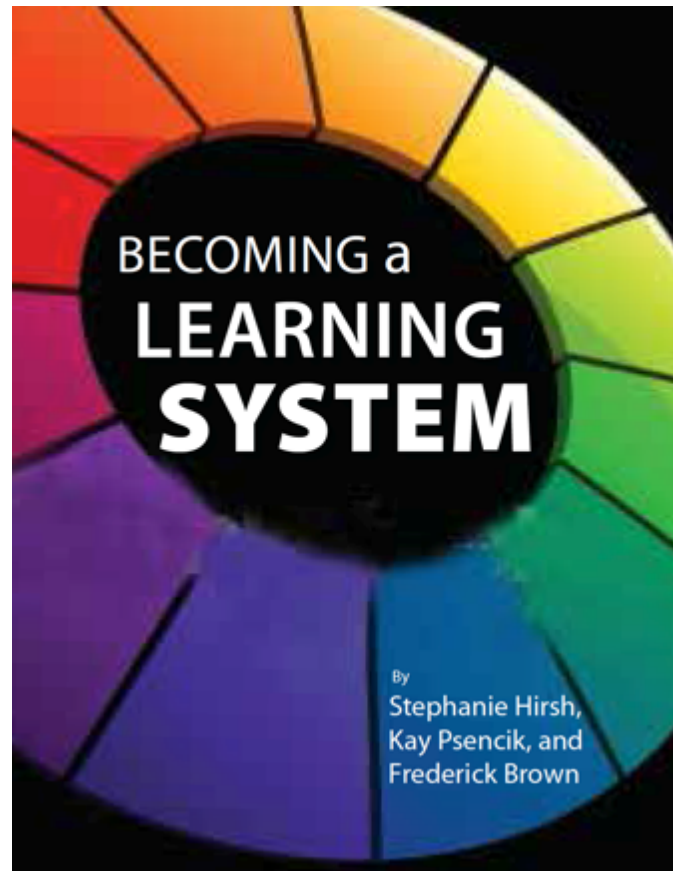
Backmapping Model

1. Analyze student learning needs
2. Identify characteristics of community, district, school, department, and staff
3. Develop improvement goals and specific student outcomes
4. Identify educator learning needs and goals
5. Study the research for specific professional learning programs, strategies, or interventions
6. Plan intervention, implementation, and evaluation
7. Implement, sustain, and evaluate the professional learning intervention



**Improved/sustained educator practice
and student learning.**

learningforward 



A learning team at Ford Middle School...



Ford Middle School video:

- What observations did you make that reflects effective professional learning and a cycle of continuous improvement, accountability, and collective responsibility?
- What outcomes would you expect from their work?
- What would it take at the school level to ensure educators throughout the building are learning at such high levels?

STANDARDS
for PROFESSIONAL
LEARNING

**Quick
reference
guide**

A tapestry of Standards for Professional Learning



TOOL 8.3

Building shared vision around professional learning

PURPOSE

Ensure everyone in the school is clear about what effective, standards-driven professional learning looks like in the school.

TIME

Two 1-hour sessions

MATERIALS

- Learning Forward. (2011). *Standards for Professional Learning Quick Reference Guide*. Oxford, OH: Learning Forward
- Video access to view Ford Middle School. Available at www.youtube.com/watch?v=T8F04iD4Yc8

Session II (Starting with Step #2)

TOOL 8.5

Leading a community of learners

PURPOSE

Lead groups of principals to develop skills to build a shared vision and understand their role in leading a community of learners.

TIME

45 minutes

MATERIALS

A copy of the scenarios for each participant

STANDARDS INTO PRACTICE

SCHOOL-BASED ROLES

Innovation Configuration maps for
Standards for Professional Learning

IC Map – Learning Designs Standard

Using the IC Map:

- Review the Level 1 behaviors for each desired outcome
- In your school, consider the gaps between current state and Level 1
- Discuss strategies to move your teams to Level 1 behaviors



Quick Pair-Share Discussion



What commitments are you making today?

Be careful how you support the
change in others...

Thank you!

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