Update on Instructional Leadership: Site Administrator Learning

April 10, 2012

Professional Development

Updates on professional learning for AUSD site administrators:

1. Relate professional development to district goals
2. Describe the focused professional development initiatives and supports provided to enhance principal learning
   - Math Initiative
   - Strategic Instruction Model (SIM)
   - Inquiry By Design (IBD)
   - National Equity Project
   - Anti-Bullying Curriculum
   - District Office Support
3. Discuss upcoming work and next steps

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Math Initiative, K-12

Support Provider: Phil Gonsalves, Northern California Math Development Center

- Year 3 of district-wide initiative led by Phil Gonsalves

- In-service/collaboration built into principals' meetings

- At principals' request: After-school professional development K-Algebra

- At principals' request: Site-based in-services in data analysis, content and best practices

- Three administrator learning walks in elementary and middle school math classes

- Three instructional leadership presentations on math content, class structure and pedagogy/best practices

- District-wide focus on classroom coaching

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Math Initiative, K-12

Primary goals of site administrator learning:

➢ To focus classroom observation and feedback on effective, specific, and observable instructional strategies (such as the use of multiple algorithms, side-by-side comparison modeling, and bar models to develop relational thinking)

➢ To focus collaborative staff time on the use of assessment data and data analysis to inform instructional course corrections and improve classroom practice

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Literacy Intervention – SIM, 6-12

Support Provider:

University of Kansas – Center for Research on Learning

- Cathy Spriggs

- Rosalind Davenport

- AUSD Teacher on Special Assignment (TSA) – Kim Kelly

- Half-day training for new assistant principals

- Four instructional leadership meetings, 6-12

  - Includes connecting SIM to Response to Intervention (RtI) model

- Coaching and support for 6-12 administrators, 1-2 hours/month

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Literacy Intervention – SIM, 6-12

Primary goals of site administrator learning:

➢ To focus on defining and supporting effective literacy instruction

➢ To develop site-based teacher leadership for SIM in coordination with TSA for Instructional Initiatives

➢ To use SIM Content Enhancement Routines as organizers for adult learning as well as student learning:

- Course and Unit Organizer
- FRAME
- Question Exploration
- Concept Mastery
- SMARTER planning

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Inquiry By Design, 4-12

Support Providers:

Inquiry by Design, Gabe DeMola, Kim Kelly, Terri Elkin

- Presentation by Gabe DeMola at 6-12 Instructional Leadership meeting providing overview of pedagogical philosophy and key instructional elements of Inquiry by Design
- Six half-days of middle school principal coaching
- Four administrative learning labs
- Invitation to and inclusion of elementary school administrators in the 4th and 5th grade teacher training pilot and March 16th professional development day

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Inquiry By Design, 4-12

Primary goals of site administrator learning:

➢ To understand Interpretive Work and IBD units of study as conducted in daily classroom lessons

➢ To participate in learning walks and discussions identifying and analyzing the use of IBD methodologies, and to gauge their impact on student learning

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

National Equity Project

Support Provider: National Equity Project (NEP)

Self-selected participation by two schools:

- ➤ Lincoln Middle School, Alameda High School
  - • LMS Equity Team met with NEP 2 hours per month
  - • AHS Principal Council met with NEP twice this year to date; NEP helped facilitate whole staff Professional Development at the beginning of school year as well as at subsequent staff meetings
- ➤ Supported by district and site funds
- ➤ Coaching for principals
  - • LMS – 1 hour coaching every 2 weeks
  - • AHS – 2 hours coaching per month
- ➤ Institute training offered for site leadership teams
  - • LMS – 2 teachers attended March 16, 2 teachers will attend in June
  - • AHS – 4 teachers attended March 15-16

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

National Equity Project, K-12

Primary goals of site administrator learning:

➢ To facilitate individual and collective capacity to lead for equity, within site roles, responsibilities and agenda building

➢ To build a shared understanding of the nature of the "achievement/service gap" and systemic inequity

➢ To support leadership actions designed to support conditions leading to improve student achievement

➢ To build leaders' skills in conducting coaching conversations and designing learning for adults

➢ To create opportunities to use an "equity lens" when working with the Single Plan for Student Achievement (SPSA)

➢ To raise the GPA of targeted students and close the achievement/service gap

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Anti-Bullying Curriculum, K-5

Three-part AUSD initiative:

❖ Caring School Community

- curriculum previously adopted and implemented K-5
- establishes social and communication skills in a class meeting format to deepen student understanding of diversity and develop interactive problem-solving skills

❖ Steps to Respect

- adopted April 2010, this represents the second year of implementation grades 3-5
- provides practice lessons on increasingly complex and challenging issues for students to interdependently find resolution

❖ Protected Classes Literature

- adopted April 2010; lessons developed summer 2010; second year of implementation with integration into ELA curriculum
- District staff will conduct an end-of-year survey implementation about the Protected Classes Literature lessons

Pg 11

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Anti-Bullying Curriculum, K- 5

Primary goals for site administrator learning:

➢ To lead school-wide design and implementation of bullying referral system
- Since implementation last year, informal / anecdotal reports point to a decrease in bullying referrals, possibly due to the systematic and immediate coaching of students by all staff at the site as well as a clarified definition of bullying understood by all involved

➢ To lead collaboration of planning and deepening implementation of lessons

➢ To inform families and community at each site about lessons and materials during PTA meetings, Back- to- School night programming, and parent conference meetings

➢ Articulate with middle schools about anti-bullying procedures and programs including counselors, administrators and teachers

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

District Office Support

Primary goals for site administrator learning:

➢ To support development of a clearly articulated Theory of Action for every site and provide feedback on alignment of Theory of Action with Single Plan for Student Achievement (SPSA)

➢ To access student performance data and lead professional collaboration to analyze the data for refinement /improvement of instruction

➢ To align district resources to student needs, school goals and SPSA Theories of Action

➢ To facilitate administrative dialogue with colleagues as a source of collaborative support for deepening the skills of leadership

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Professional Development Planning

Alignment to principles of effective professional development:

- Long-term focus and spiraling design
- Clear expectations and models
- Differentiation of learning based on administrator needs and requests
- Professional collaboration to support learning and creation of appropriate institutional adaptations
- Sharing of practitioner expertise
- Local leadership and ongoing institutional supports

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Professional Development 2012-13

Goals for 2012-13:

- Maintain focus on critical instructional initiatives and necessary management skills
- Integrate the use of best instructional practices across instructional initiatives
- Continue to support and build local leadership
- Improve student academic performance

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Next Steps

Response to Intervention (RtI)

- Staff and administrators have been meeting to inventory and assess intervention practices at K-12 sites. AUSD administrators are working towards developing a coherent RtI system district-wide in the hope of providing interventions to all AUSD students requiring them.

- We will present more on these efforts at the April 17, 2012 Board of Education special workshop on Special Education in AUSD.

- Eight (possibly more) administrators at the secondary level will be attending the Simplifying Response to Intervention Institute in Sacramento at the end of June.

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Next Steps

Common Core State Standards (CCSS)

- We are also planning now for Common Core State Standards implementation.

- We are fortunate our district initiatives (SIM, Math, IBD) are based on pedagogies that are aligned with CCSS, and we plan on using this coherence to help familiarize administrators and teachers with how we will implement CCSS in the year(s) ahead.

- CCSS provides opportunities to explore different instructional methodologies as well as assessment formats that are more authentic than standardized multiple choice tests and may better inform instructional practice in AUSD.

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Next Steps

Instructional Standard

- Administrators are also working towards a collaborative definition and recognition of excellent instruction.

- This effort involves administrators calibrating with each other to continuously build instructional leadership using pedagogical best practices with a focus on our instructional initiatives.

- On May 10, 2012, 10 administrators and two teacher/counselors from AUSD will be joining Richard Elmore for a day of Instructional Rounds in Davis. Instructional Rounds are designed to foster conversation about instruction and deepen understanding about our goals to improve student achievement.

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students