

Fall Series for Campus Leaders

Keeping Culture Alive

December 8, 2020

Facilitators:

Amy Havard and Teri Clement



Teri Clement

Director of School Transformation
tclement@e3alliance.org



Amy Havard

Director of School Transformation
ahavard@e3alliance.org

Lori Davis, Moderator

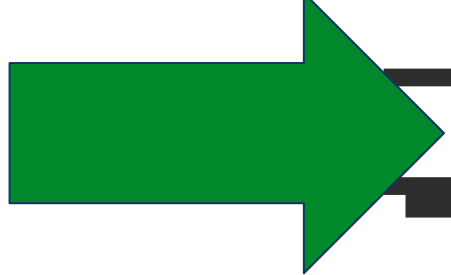
Director of Transformation Partnerships

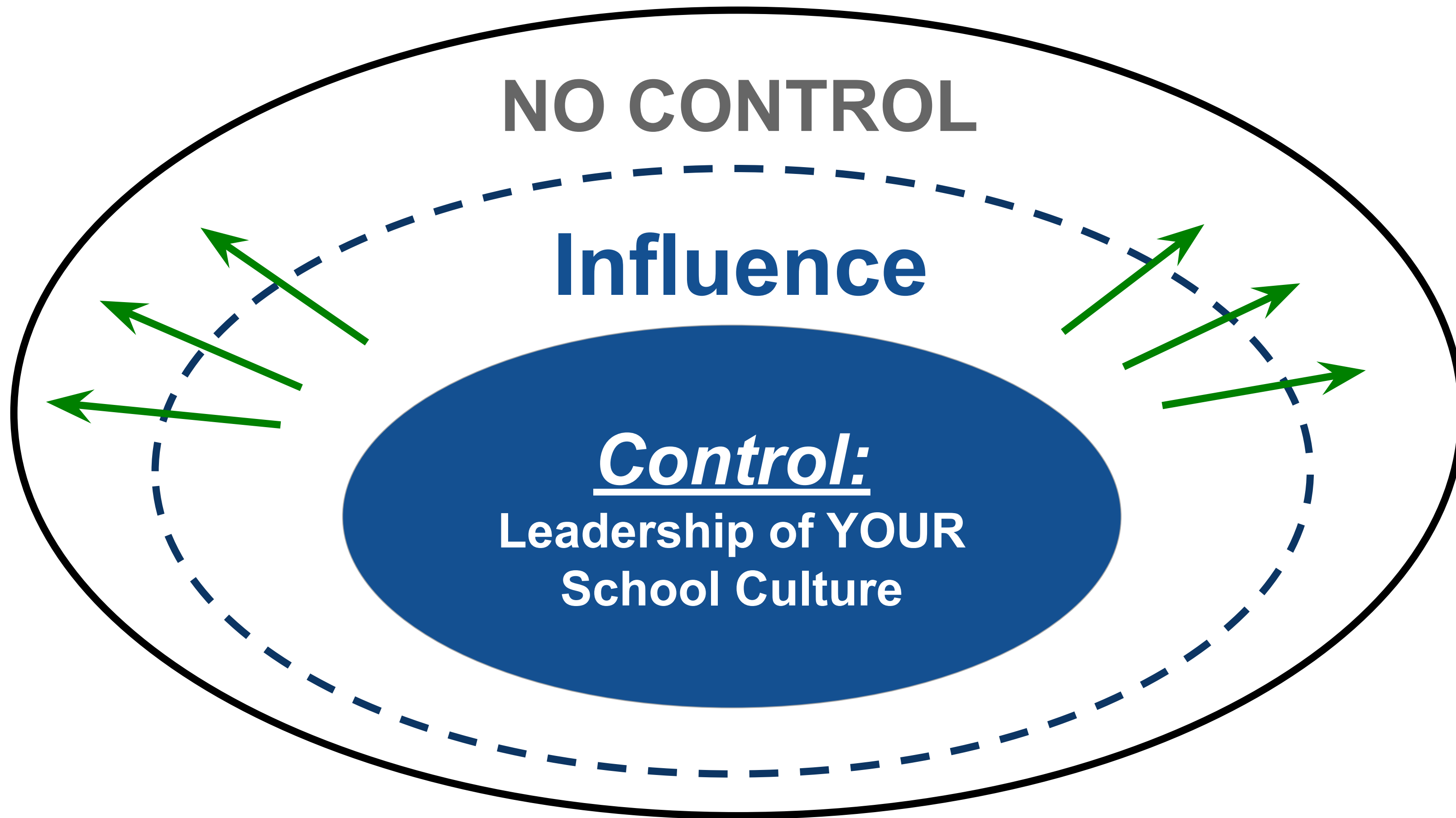
NORMS

- Mute Individual Audio
- Video On
- Active Participation
- Learner Mindset
- Student-Centered

*Working together today
to optimize learning
and foster equitable
collaboration!*

Today's Agenda

-  **WHY: School Culture as a Priority**
- HOW: Leadership Work to Support Culture**
- HOW: Inspiring Leadership**



School culture is...

...every behavior, both intentional and unintentional that you allow on your campus.

~Regina Stephens Owens, Solution Tree

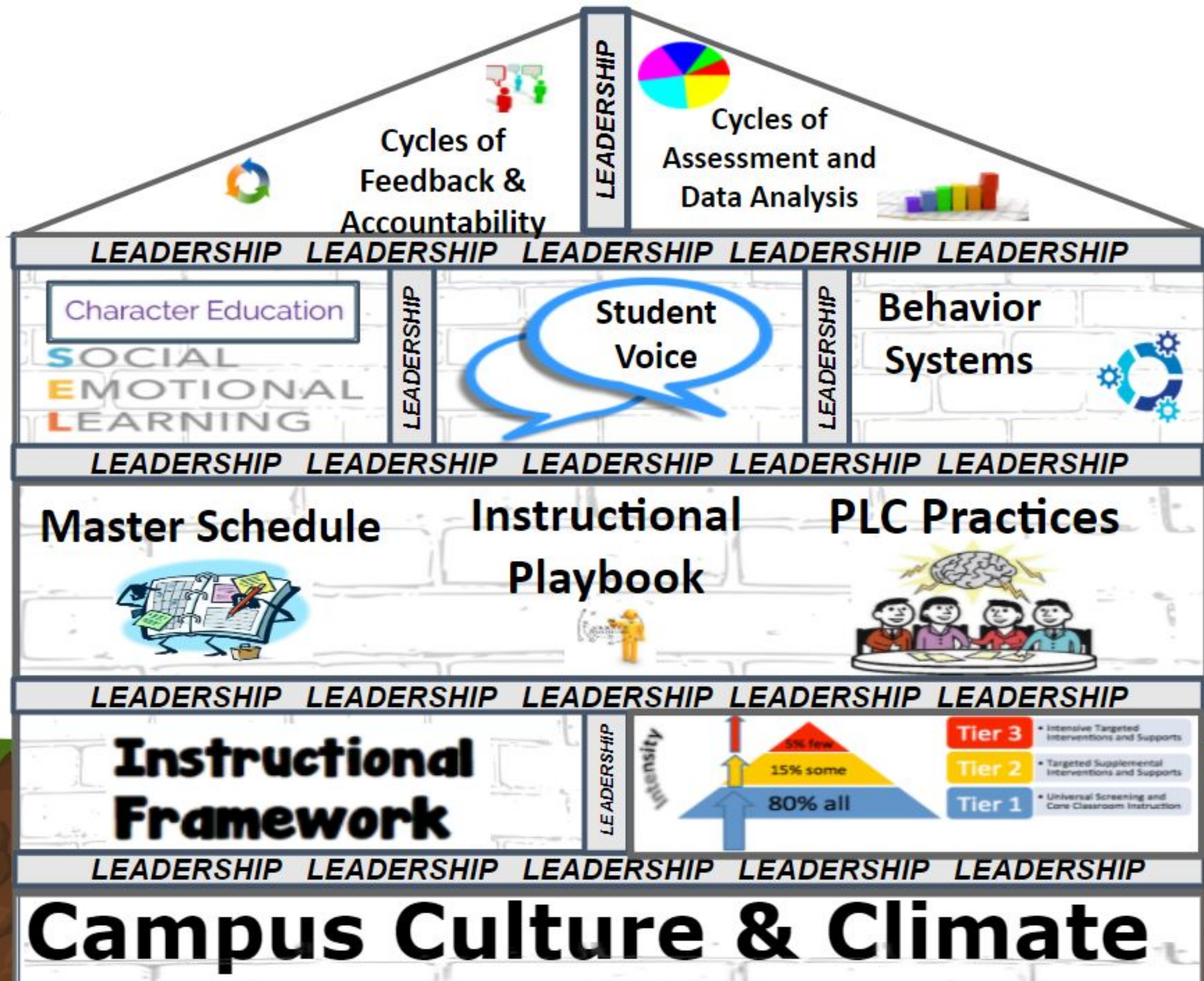
**Culture eats strategy for
breakfast.**

~Peter Drucker

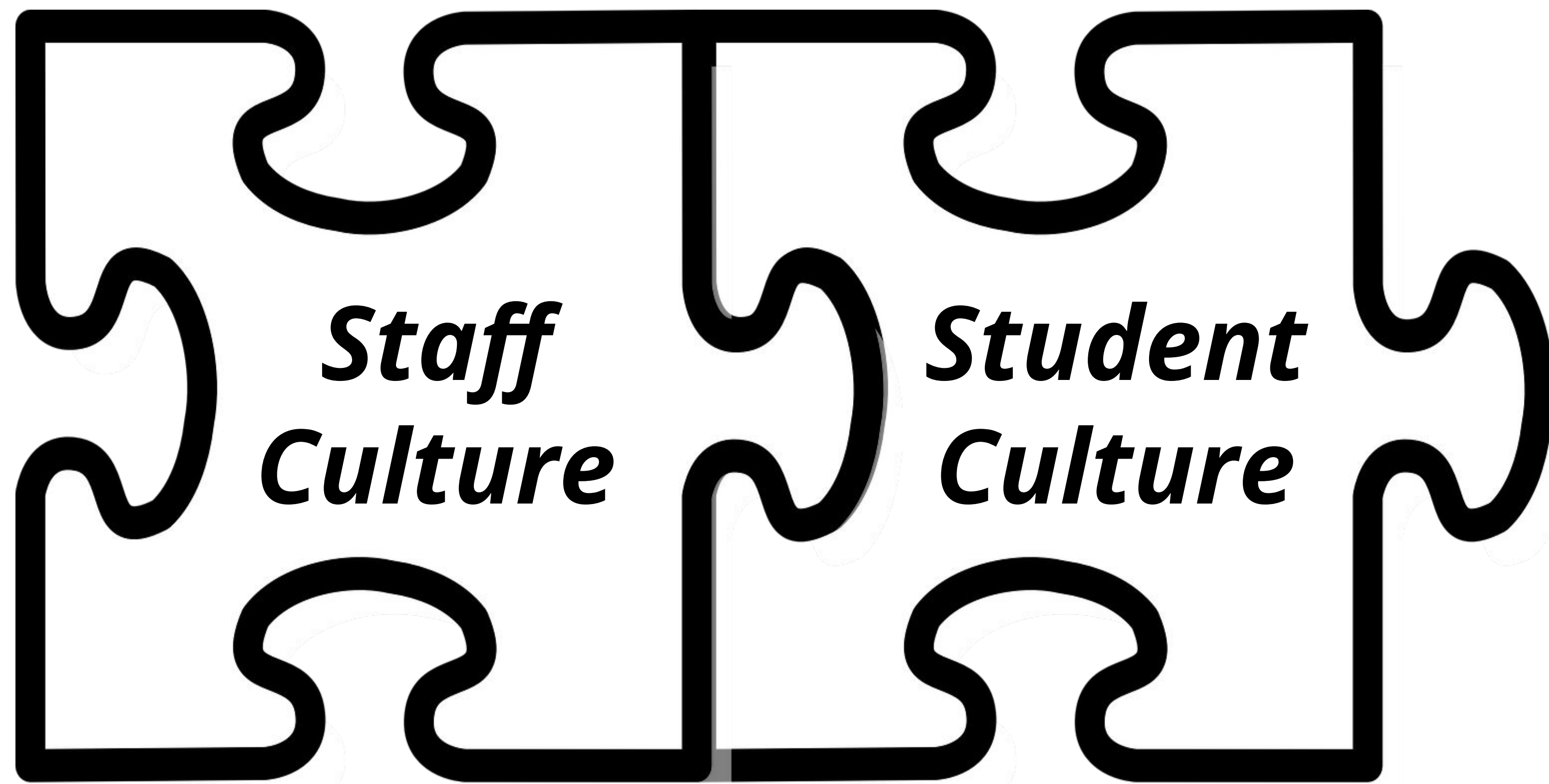
**...as well as lunch, dinner
and snacks in between.**

~E3 Alliance

Campus Systems for Success



The Culture of Your School



Today's Agenda

❑ **WHY: School Culture as a Priority**

 ❑ **HOW: Leadership Work to Support Culture**

❑ **HOW: Inspiring Leadership**

Leadership Work to Support Culture

Listen



Prioritize



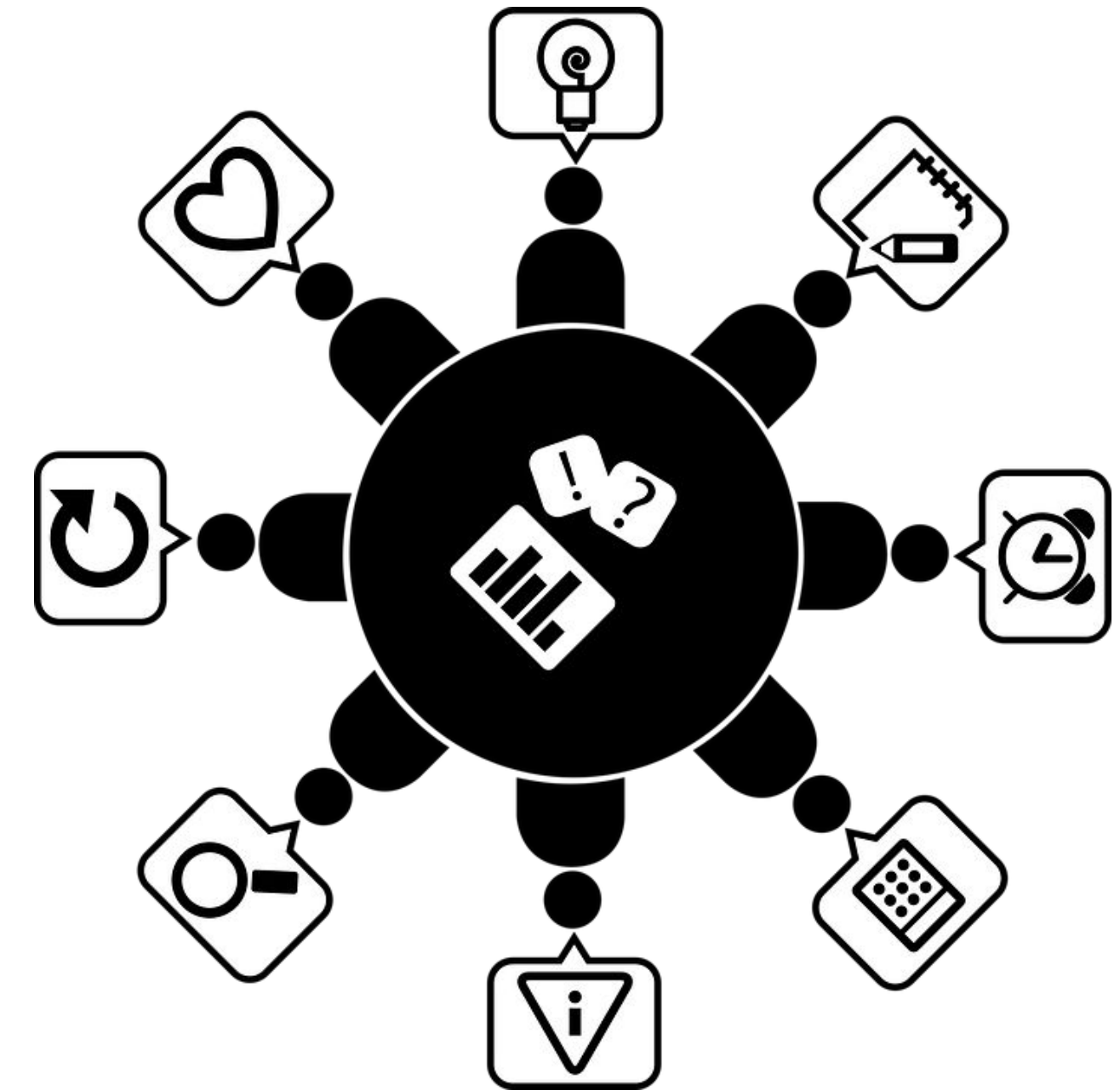
Let Go



Leadership Work to Support Culture: Example

Listen

- Schedule round table talks before winter break
- Use consistent discussion questions
- Listen authentically, take notes
- Collaborate on results

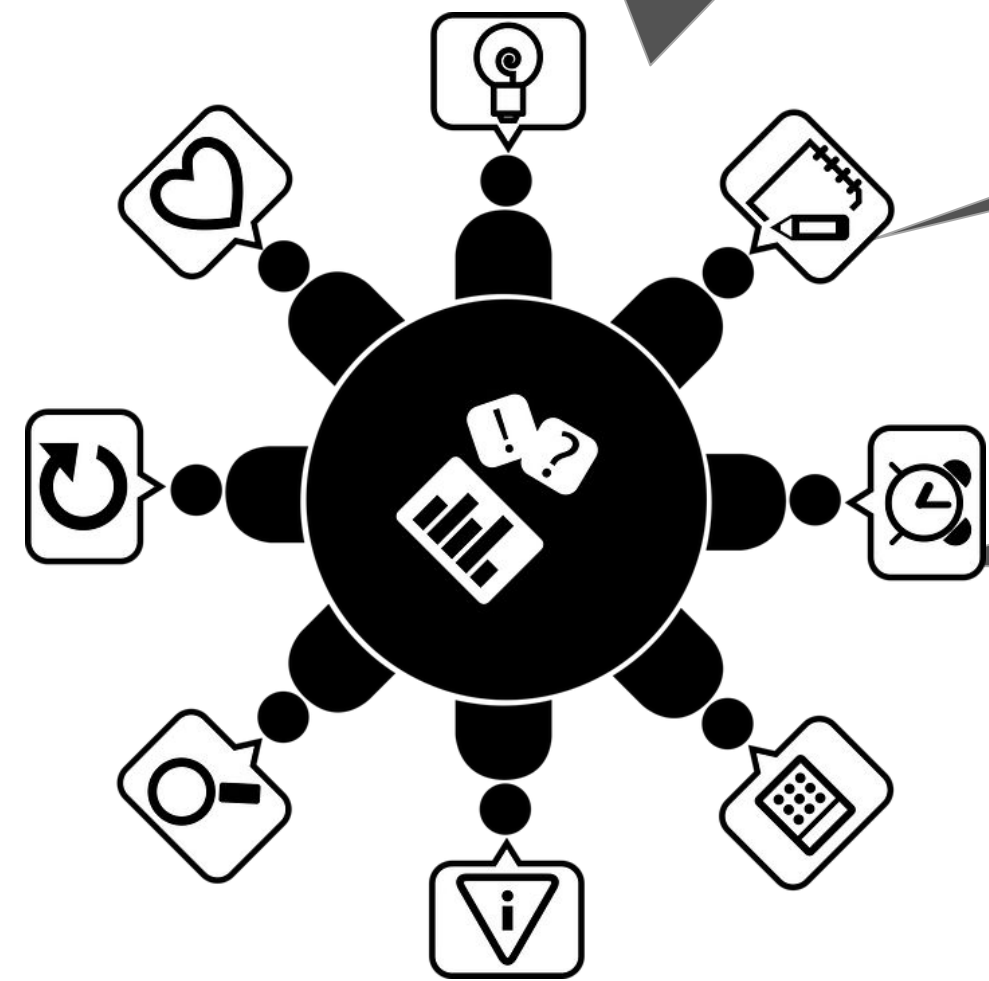


Leadership Work to Support Culture: Example

Listen

What is your favorite part of each day right now? Why is that your favorite?

Describe the parts of your work cycle you believe are the most effective right now.



If you could remove one thing from your work “plate” right now, what would you choose? Why?

Leadership Work to Support Culture: Example

Prioritize

OTHER

INSTRUCTION



- ❑ Brainstorm ALL the work
- ❑ Categorize & Prioritize
- ❑ Compare ALL the work to results from round table discussions

Leadership Work to Support Culture: Example

Prioritize



-  KEEP 
-  ADJUST 
-  LET GO 
(...for right now)

Leadership Work to Support Culture

Listen

Prioritize

Let Go



And now communicate what happened!

Breakout

Facilitator be prepared to share a single thought whole group.

Discussion Focus:

- How will you listen, prioritize and let go?
- What do you think you should let go of, for now?

Breakout

- Automatic (6 min)
- Limit speaking to 1-2 min each
- Choose a Facilitator
 - Call on members one at a time
 - Listen and be prepared to **SHARE**

Share

Group **Facilitator** enter your name in CHAT - *be prepared to share a single thought whole group.*

Discussion Focus:

- How will you listen, prioritize and let go?
- What do you think you should let go of, for now?

Today's Agenda

❑ **WHY: School Culture as a Priority**

❑ **HOW: Leadership Work to Support Culture**

 ❑ **HOW: Inspiring Leadership**

Inspiring Leadership

Identity &
Belonging



Simplify &
Clarify



Love &
Balance



Inspiring Leadership

Identity &
Belonging

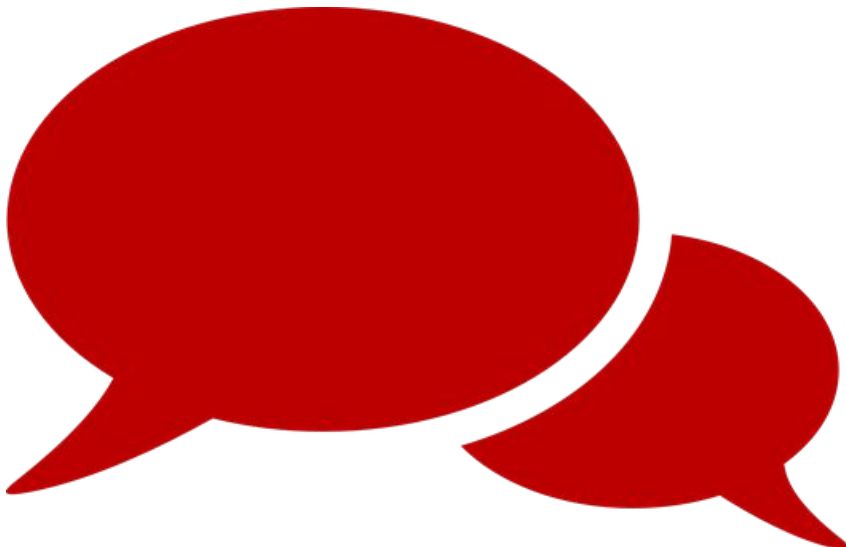





- ❑ Strengthen habits of connection
- ❑ Anchor to shared values and align, align, align

Identity & Belonging: Examples

Habits of connection



Group meetings & events	Throughout the day	On-going	Social Media
 <p>“What movie title best describes your life?”</p>	 <p>“Hi, Julissa! Thanks for cleaning up your lunch area!”</p>	 <p>“Team Inquiry wins this month’s competition with a 94% assignment completion rate!”</p>	

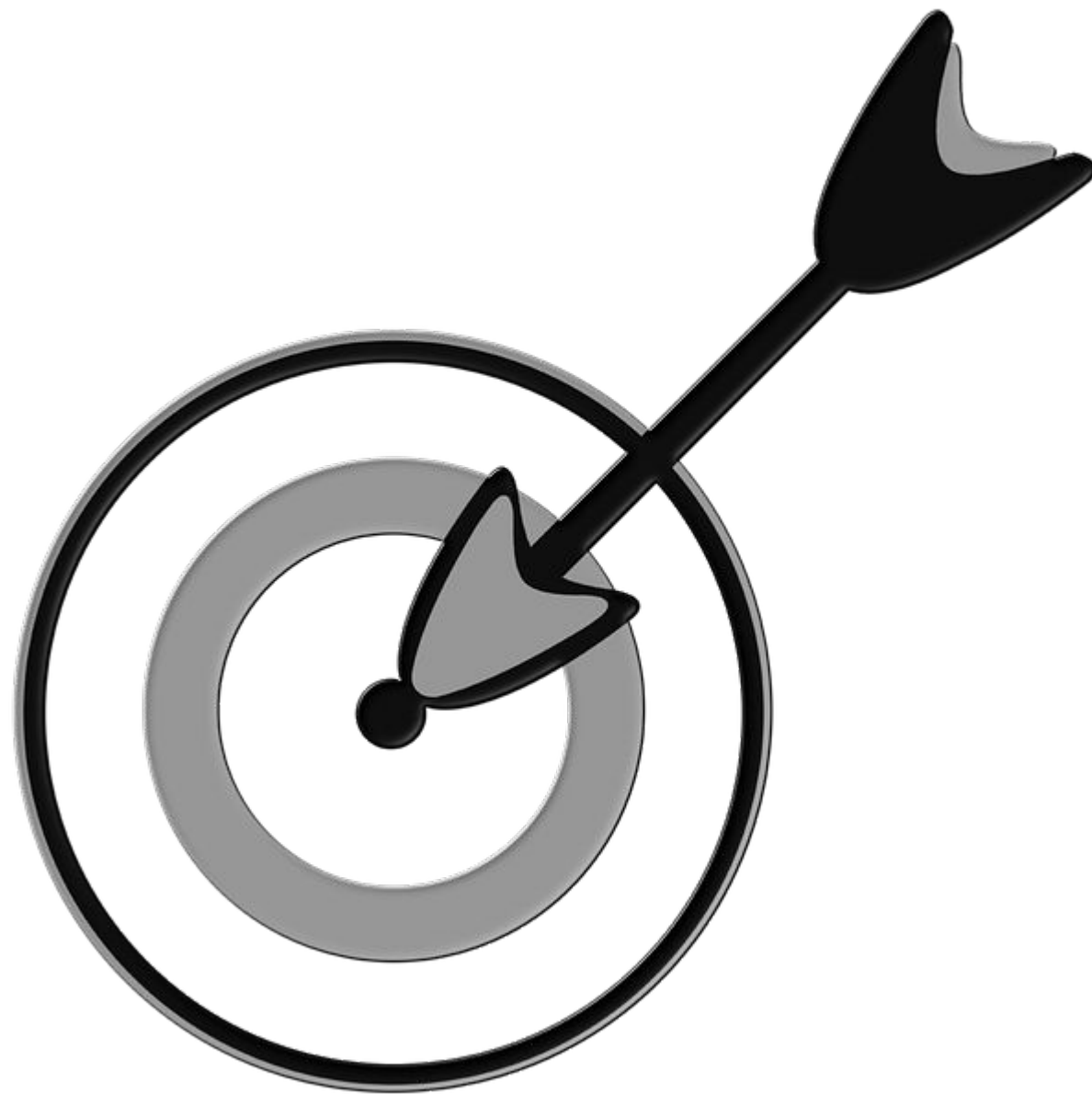
Identity & Belonging: Examples

Anchor and
Align to
shared values




Inspiring Leadership

Simplify &
Clarify



- ❑ Follow the Listen, Prioritize, Let-go strategy
- ❑ Communicate exactly what the commitments are, especially after a “let go”

Inspiring Leadership: Example

Learn to Love to Learn! **Smiley Middle School**  **Fundamental 5** **7 Steps**

Campus Instructional Playbook
 providing a clear and consistent set of effective instructional practices that all teachers will use in all classrooms to ensure success for all students.

Think, Pair, Share <small>*link for virtual instruction</small>	CUE-DO-REVIEW <small>*link for virtual instruction</small>	Randomization <small>*link for virtual instruction</small>	Written Response <small>*link for virtual instruction</small>
<p>Why: Provide structure and accountability for student collaboration and academic talk.</p> <p>How:</p> <ol style="list-style-type: none"> 1. Ask a high level question or give a prompt 2. Give silent think time (ensure anchor of support and/or sentence stems are available for students) 3. Direct students to share for a specified amount of time (tell them who to talk to)-monitor / listen 4. Use randomization to call on some students to share their thoughts with class 	<p>Why: Ensure students understand the connection between the <i>why, what</i> and <i>how</i> of the day's learning--metacognition benefits for students.</p> <p>How:</p> <ol style="list-style-type: none"> 1. Review the learning objective (students engage) 2. Describe how learning will happen 3. Review why we are learning the content in this way (students engage) 4. Give clear expectations for the lesson 5. Do the lesson 6. Review by following steps 1-4 as reflection/questions. 	<p>Why: Ensure all students are active participants in and feel accountable for academic thinking & discussions</p> <p>How:</p> <ol style="list-style-type: none"> 1. Set up a method (popsicle sticks, name picker app, etc.) 2. Ask a high level question 3. Provide wait time and anchors of support (notes, stems, etc.) 4. Choose a name 5. Thank them for contributing 	<p>Why: Daily opportunities to practice writing across content areas regarding a specific topic to gain a deeper understanding and demonstrate learning.</p> <p>How:</p> <ol style="list-style-type: none"> 1. Prepare a prompt to assess either the previous or current day's learning. 2. Support with anchors and/or student talk before writing. 3. Allow students 2-5 minutes to write to the prompt. 4. Remind students to write in complete sentences (use anchors) <p>Allow students to briefly share their writing with teacher or peers-feedback.</p>

2 PowerZone varies per classroom & modality to seek engagement, safely. **4** Aligns with our restorative practices work and we'll continue to grow and practice. **3** School-wide signal ("Slug Shrug!") **5** Integrated into instructional anchors. © 2020 E3 Alliance

The Smiley Middle School Instructional Playbook will ensure all students have consistent access to effective learning environments across our campus. We will practice these strategies in our classrooms frequently and with fidelity. We will participate in professional learning and ask for any needed support for implementing these strategies. These strategies will be part of classroom observations and feedback.

- Guiding Coalition members present
- Focus on the WHY of the KEEP
- “Adjust” shared: Playbook here synthesized with two other resources
- Explain the “let go’s” and where they go

Inspiring Leadership

Love &
Balance



- ❑ Acknowledge those they love
- ❑ Continued wellness check-ins
- ❑ Opportunities to connect
- ❑ Strengthen relationships with teachers & staff

Inspiring Leadership: Examples

Strengthen relationships with staff

Love &
Balance



***Frequent Staff Interviews
(3-4 per month)***

Staff Name
College/University:
Dream Vacation:
Favorite Food:
Favorite Dessert:
Favorite Beverage:
Best book I ever read:
Someone I admire:
Dogs, Cats or Other:
Favorite Music:
On any given Saturday, I:
I wish I could ___ more often:
I am an educator because:

All About Me Info Sheets

Breakout

Facilitator be prepared to share a single thought whole group.

Discussion Focus:

- What practices are already in play to inspire your staff and students?
- What can you add or change to inspire even more right now?

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**NOW
is the
Time!**

- Later**
- Tomorrow**
- Today**
- NOW**

Coming soon...

Road to Recovery Webinar 5

Here is the Link to Register

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