



Teacher Leadership @ Linn-Mar



WHY Leadership?

- **50% of New Teachers leave the profession within the first 5 years.**
- **46% of teachers say they receive no feedback from evaluations**
- **Half (51%) of teachers are at least somewhat interested in teaching in the classroom part-time combined with other leadership roles or responsibilities in their school or district, including 23% who are extremely or very interested in this option.**

Teachers are weary of being stretched and pulled like Elastigirl. They have been isolated from collaborating with others for too long.





Teacher Leadership provides teachers with the best strategies and resources to implement into their classrooms, so that they can influence teaching and student learning.

Research Based or Hokum?

Teacher Leadership has been around since the 1920's. It was not implemented well until the 1980's. It is heavily research based within the United, States, Canada, Singapore, Finland, and Australia



Teacher leadership is not one more band wagon for us to jump on. It's a vehicle for us to maneuver to accomplish all our school goals.





From Boston to Singapore, across the globe, educators are meeting, collaborating and discussing leadership. It is clear that leaders here and abroad are calling all educators to embrace leadership, think collaboratively, and utilize school day hours in a way that supports teachers and principals and places student learning at the heart of what we do.

Research

Taking the Lead by Joellen Killion

The Skillful Team Leader by Elisa MacDonald

Cultures Built to Last by Dufour & Fullan

Instructional Coaching by Jim Knight

High Impact Instruction by Jim Knight

Unmistakable Impact by Jim Knight

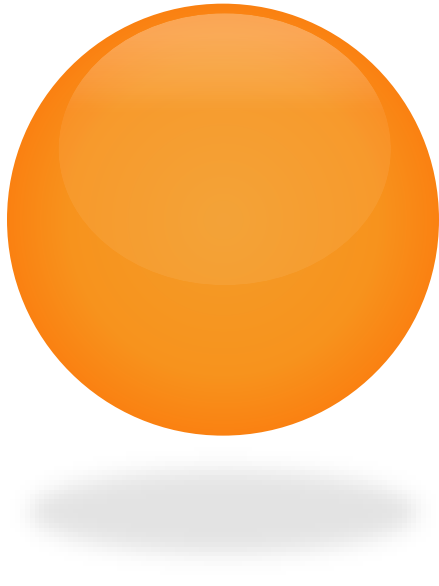
Quiet by Susan Cain

School Leadership that Works by Robert Marzano

Building Teachers' Capacity for Success by Pete Hall

The Art of Coaching by Elena Aguilar

HOW DID WE GET HERE?



- December 2013/January 2014- TLC Advisory Committee and Grant Writing
- January 31, 2014- submitted grant
- March 3, 2014-grants announced
- April, 2014- school visits/job postings/interviewing/hiring
- June, 2014- training in Waukee & Ankeny
- August, 2014-Ed. Leadership Symposium
- Cognitive Coaching August 2014-January 2015



What does it look like @ LM?

Program Coordinator-2

Instructional Strategist-11

Technology Integration Coach-5

Mentor Coach-3

Induction Specialist-51

Model Teacher -20

Curriculum Facilitator-27

Team Leader(grades 6-12)-14

Program Leader(Elem.)-14

Course Development Facilitator-3

~Location: 3rd Floor of the LRC is busy- buzzing with activity.... And the volume has gone up, which is indicative of what you see in good classrooms, talking, networking... a little bit chaotic at times....

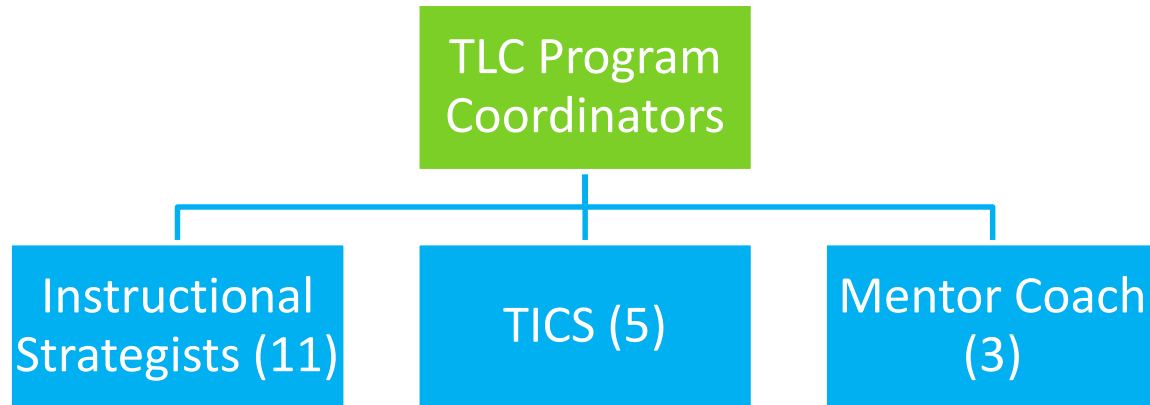
Room 312- Coordinators Housed

Room 308- Mentors & TICS

Strategists in Buildings



Teacher Leaders- Out of the Classroom



4 Roles of Instructional Coaches/Strategists

Consulting

~suggestions on strategies for management, expectations, routines and procedures, how to apply teaching standards

~helping teachers with individual needs

Collaborating

~planning/ sharing knowledge on district curriculum, units of study, daily lessons, research based reading

Observing

~Providing feedback on student behavior, classroom environment, lesson pacing, lesson content and delivery of instruction

Coaching

~Planning, reflecting on data and observations, and problem solving to impact change



Task Tracker

Nicole Redington

Date	Time in minutes	Building	Task	Action	Level	Notes
8/11/2014	60	OR	Meeting with principal	Collaborating	Level 2	Expectations, ideas for the year/goals, presentation to staff
8/12/2014	10	OR	Presentation to staff	Consulting	Level 1	Introduction of my role and what I can do for them
8/12/2014	150	OR	Transition meetings	Observing	Level 4	Transition of students from one grade to the next.
8/12/2014	110	OR	Staff meeting	Consulting	Level 1	Touched base with a few teachers asking if I could come in and observe
8/12/2014	30	OR	Technology time	Consulting	Level 1	Helped three people with technology questions
8/13/2014	5	OR	Checked in with Steven	Collaborating	Level 2	Ordering materials for literacy classes--coordinating
8/13/2014	120	LRC	Curriculum-MS	Collaborating	Level 2	ELO sheets, Journaling, PD Days
8/13/2014	15	EX	Check in at Literacy meeting-7t	Consulting	Level 1	Questions about tests/lining up between buildings
8/13/2014	60	EX	Spanish meeting	Consulting	Level 1	Talked about grading, final test objectives, and collected data for them to use in their SMART goal.
8/13/2014	60	OR	Compiled data from Spanish meeting	Consulting	Level 1	Took data from meeting and compiled into spreadsheet for them to use in their SMART goal.
8/14/2014	90	OR	ALICE/Staff meeting	Consulting	Level 1	Staff directed to hand in their ELOs to me
						SSS teacher would like a copy of the ELOs so she can better coordinate

Carol Kesl

Jennie Lorenzen

Sue Atwater

Kim Ophoff

Kelly Kretschmar

Laura Robertson

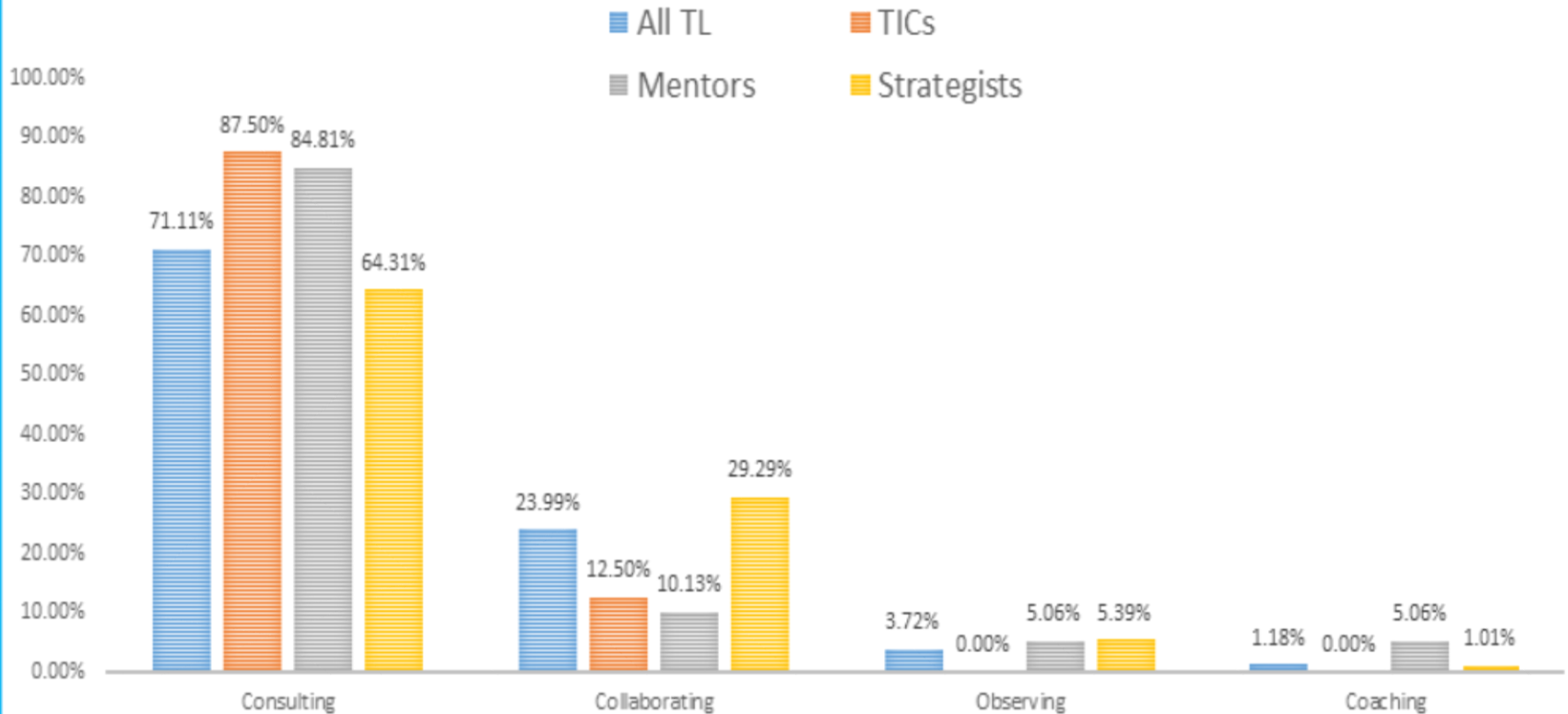
Molly Dabroski

Nicole Redington

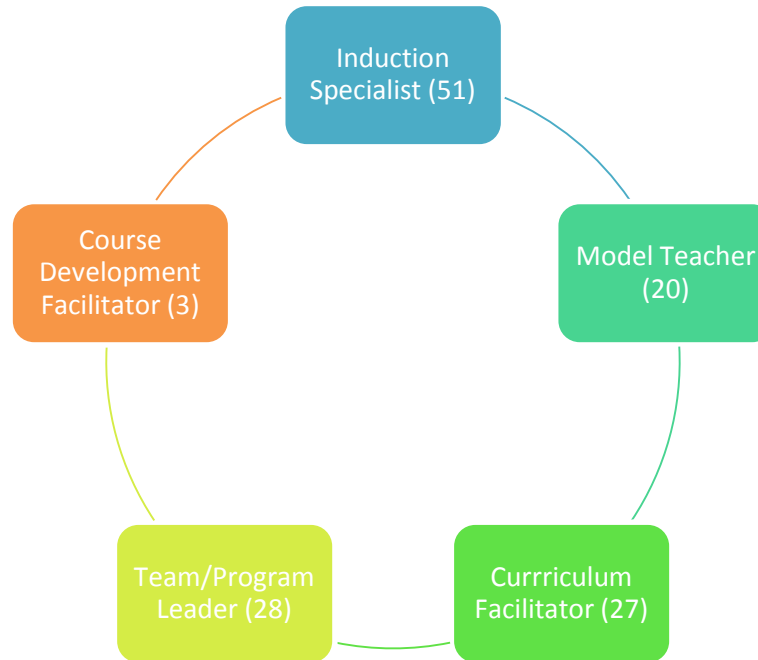
Sara Hofer

Preliminary Findings

COACHING CONTINUUM



In- Classroom Positions



Uniqueness of our Plan

1. Student Focused- Serving 7,000 students PK-12
2. Capacity Building – we are building structure and collaborative relationships in schools and across district
3. Learning for All – students, teachers, administrators, parents, community
4. Mission Driven:
 - Inspire Learning:** on two levels-students and teachers
 - Unlock Potential:** by collaborating with staff, re-structuring time, influencing instruction
 - Empower Achievement:** ultimate goal-continued improvement
5. Utilizing Research to Implement Best Practice



Leadership Facts @ Linn-Mar

~We needed to have 116 positions to reach our 25% of our staff involved in Leadership.

~We will have 150 positions which equals 32% of our staff involved in teacher leadership roles.(This is rare, as many districts are struggling to fill their 25%.)

~ Full-time release positions

66 applicants for 21 positions

55 hours of interviews and deliberation

~In classroom positions:

around 197 applicants for 130 positions

50 hours of interviews and deliberation

~40+ hours networking with other districts in the state who either have coaching programs, are building them, or working on the grant this year

~Requests from other districts working on their grants for support
(Decorah and Waverly)

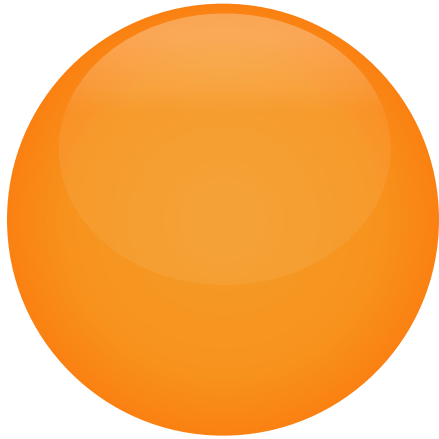
Positive Stories and Anecdotes

~TICs

~Strategists

~Mentor Coaches

What is on the Horizon?



~IMPLEMENTATION
~GOALS/DATA COLLECTION/SURVEYS
~STATE PAPERWORK
~CONTINUED TRAINING AND WORK

Cognitive Coaching Training- 8 days in House from Thinking Collaborative- all 21

TICS- Grantwood Training/ITEC-October

Coordinators:

Planning Professional Development Class- October

National Learning Forward Conference in December

Ways to Follow our Progress

