

CCSS Leadership Community of Practice
January 12, 2016
Looking at the Impact on Student Progress and School Climate
Breakout Session Secondary (Bloomfield)

What was your process and timeframe for instituting the change?

- Process started when the superintendent articulated a vision for the change and priorities.
- New school leader focused on culture and climate.
- They developed a strategic plan, which included a literacy initiative.

How did you roll out professional development?

- Union agreement was sought by central office.
- They started with expected practices for instruction. There was accountability through monitoring.
- Early release time was provided for professional development on Wednesdays.
- Schedule was revised for Data Teams and to include common preparation times by cutting length of lunch waves and passing times.
- Performance Tasks were developed according to a district framework.
- Teachers were provided with professional development resources like summer reading books and for professional discussion during data teams.

What is the leadership structure in your building?

- By subject/expertise areas.
- Principals were accountable as part of the district accountability plan.

What is the blueprint for Data Teams?

- Data Team process was revised to be more effective. The 5-step process and norms were reinstated, with ample modeling. Data Teams answered the “why” and created a sense of urgency. ELA and Social Studies teachers were in the first wave of implementation. Elective teacher were part of some teams.
- Common skills for students.
- Rigor discussions shared.

How were assessments developed?

- Build capacity.
- Development of performance tasks.
- Start with rubrics.
- Determine if aligned to target.
- Quality control for anchors and questions, etc. through a vetting process.
- There are 7 claim 1 targets. Curriculum maps and midterms aligned with the targets.
- Create performance tasks.

What did you learn today from your colleagues that you will take away from this morning’s session?

- Common rubrics, starting with ELA.
- Common assessments/performance tasks.
- Data usage - mining and connecting, looking at student work.
- Celebrations of student results.
- Colleague peer pressure can evolve from collaboration, and helps move instructional change.
- Teachers are a resource for sharing and training.