

Launching Teacher Leadership: An Institute for Teacher Leaders and Administrators

June 12, 2014

DMACC FFA Enrichment Center, Ankeny, IA

8:30 - 8:40 **Opening Welcome** **Rm. 106-107**

8:40 - 9:25 **Keynote ~ Elise Foster: *The Multiplier Effect: Tapping the Genius Inside Our Schools*** **Rm. 106-107**

In this highly engaging and interactive presentation, Elise Foster will share the research behind Multipliers and illustrate the resoundingly positive and productive effect these Multipliers have on organizations – how these leaders attract and develop talent, as well as harness new ideas and energy to drive educational innovation. She'll introduce the five disciplines that distinguish Multipliers from Diminishers and provide practice tips for leading like Multiplier.

- The Multiplier Effect
- The Five Disciplines of Multipliers
- The Accidental Diminisher – how we accidentally shut down intelligence despite our best intentions
- Becoming a Multiplier – steps to applying this mindset to your work and life

9:35 - 10:50 **Breakout Sessions:**



Reaching the Adult Learner – Ann Byrd, CTQ, and Tonia Johnson, Cedar Rapids CSD

Rm. 114-115

Some elements of teaching and learning are always best practices. But supporting adult, professional learners - especially as a colleague - does require special approaches that aren't used in a K-12 classroom. In this workshop, participants will create new lenses for thinking about learning needs for fellow teachers, and learn and practice new strategies to bring to coaching, "reciprocal mentoring" and other peer-to-peer support conversations.



Immunity to Change - Susan MacDonald

Rm. 112-113

Through an experiential, interactive process, participants will identify goals they would like to achieve, uncover their own "immune" systems, and discover how to break the grip on their immunity to change. The presenter is a certified Immunity to Change coach and this workshop is based on the book *Immunity-to-Change* by Robert Kegan and Lisa Lahey.



Facilitating Learning Teams - Learning Forward Iowa: Susen (Sue) Schirmer, Connie Richardson, and Mark Cooksley

Rm. 108-109

This session focuses on what learning team facilitators need to know and be able to do in order to coordinate the efforts of diverse individuals who gather to engage in collaborative learning, reflect on their practice and their students' learning. Participants will be given resources to put theory into practice in their individual districts.



Multiplier Effect - Elise Foster

Rm. 106-107

The Art of the Question – asking questions that spark innovation and intelligence.

11:00 – 12:15 **Breakout Sessions:**



Identifying and Leveraging your Leadership Style – Alesha Daughtrey, CTQ, and Brad Hurst, Johnston CSD

Rm. 114-115

Effective teachers identify students' strengths and build on those in order to help them grow. But when it's time for us to act as teacher leaders, we often forget to apply that same mindset to our own growth! Session activities will help participants identify the strengths they've already acquired and strategize about how to use them to meet demands of new roles next year.

11:00 – 12:15

Breakout Sessions (continued)



Cultivating a Culture of Trust – Susan MacDonald

A culture of trust provides a competitive advantage in times of flux and change. Without trust, schools are likely to hunker down into too rigid a focus on meeting benchmarks. Participants will deepen their understanding of the dynamics of trust in schools, and learn how cultivating a culture of trust can lead to improved student outcomes.

Rm. 112-113



Facilitating Learning Teams - Learning Forward Iowa: Susen (Sue) Schirmer, Connie Richardson, and Mark Cooksley

See description from earlier session.

Rm. 108-109

Frame-by-Frame: Using Video to Propel Professional Growth – Sarah Brown Wessling

We've become very efficient at telling teachers what effective instruction looks like. We can read about it, we can describe it, we can offer support materials to help scaffold it. Yet, if you're like most of us who are trying to learn something new, nothing replaces being able to see it. The power of video is making this possible and with it comes the opportunity for teachers to learn from other teachers, *in action*. Using videos from the *Teaching Channel's* library, this interactive session will give you a chance to engage in rich discussions with others to build collective clarity about using video to better understand what effective instruction looks like. Bring your observant eye as we dig into some thought-provoking lessons to unearth those crucial "teacher moves."

Rm. 106-107



12:15 - 1:10

Lunch and Keynote ~ Sarah Brown Wessling: Making the Implicit, Explicit: The *Real* Work of Teacher Leadership

As school districts grapple with new constructs of teacher leadership, it's easy to get caught up in the "apparatus" of implementing our systems. Yet, as we go about developing our new teacher leadership programs, we can't lose sight of our greatest asset in shifting culture and elevating student growth: teachers who turn their practice and pedagogy inside-out for the rest of us to see and learn from. We'll think about how to capitalize on our teachers' skills and how to cultivate those in leadership capacities.

Rm. 106-107

1:25 - 2:40

Breakout Sessions:



Reaching the Adult Learner – Ann Byrd, CTQ, and Tania Johnson, Cedar Rapids CSD

See description from earlier session.

Rm. 114-115



Immunity to Change - Susan MacDonald

See description from morning session.

Rm. 112-113



Instructional Coaching 101 - Ann Hoffman

This session will provide an overview of the nuts and bolts of instructional coaching, including the typical activities of an instructional coach, the theory behind this model of coaching, and the essential skills and knowledge that need to be in place for instructional coaches to succeed.

Rm. 108-109



Frame-by-Frame: Using Video to Propel Professional Growth – Sarah Brown Wessling

See description from earlier session.

Rm. 107



Learning Designs- Learning Forward Iowa: Bill Poock, Kathy Perret, and Ken Harrison

No single method of professional development will help all teachers cultivate the knowledge and skills they need to reach every student. This session focuses on helping school leaders recognize the array of learning designs that can lead to improved teaching and learning in a variety of settings. Participants will brainstorm a problem of practice in the school setting and design a plan to address the learning needs of teachers for immediate application.

Rm. 106

2:50 - 4:00

Breakout Sessions:



Identifying and Leveraging your Leadership Style – Alesha Daughtrey, CTQ, and Brad Hurst, Johnston CSD

Rm. 114-115

See description from earlier session.



Cultivating a Culture of Trust - Susan MacDonald

Rm. 112-113

See description from morning session.



Instructional Coaching 101 - Ann Hoffman

Rm. 108-109

See description from earlier session.

Ignite! – Amy Moine, Facilitator

Rm. 107

During this discussion-focused session, you will have opportunity to identify the issues and questions you have related to teacher leadership, and then engage in targeted conversations with your colleagues to collaborate around strategies and ideas for successful implementation.



Learning Designs- Learning Forward Iowa: Bill Poock, Kathy Perret, and Ken Harrison

Rm. 106

See description from earlier session.

Session alignment to Teacher Leadership Learning Framework:



Adult Learning



Collaborative Culture



Communication



Content, Pedagogy, Assessment



Organizational Leadership



Systems Thinking



Data

Speaker Biographies –

Elise Foster is a coauthor of *The Multiplier Effect: Tapping the Genius Inside Our Schools*. She is known for delivering engaging and impactful workshops and keynotes for both education and business leaders. She has more than 14 years of engineering and organizational development experience across Cummins, Inc., Harvard University, and Indiana University. She has coached more than 25 business leaders and 200 full-time MBA students and designed and delivered leadership workshops for as many as 200 participants. Elise guides senior leaders on using their intelligence to make everyone around them smarter and more capable. She has taught and coached students at Indiana University (Kelley School of Business) and as a management fellow at Harvard University. She holds both a bachelor's and master's degrees in engineering from Virginia Tech and a master's in education from Harvard University. She is the mother of one school-aged daughter, and Elise also enjoys finding the genius in local high school students through her work with the Lilly Foundation Scholarship and Youth Leadership Bartholomew County.

Susan MacDonald, M.Ed., BCC, is the founder of Inspiring New Perspectives, focused on empowering educational leaders to create programs that deeply respect and nurture the possibilities that lie within each child, parent and teacher. Susan has been developing and delivering inspirational courses and workshops for over 20 years. Her background includes director of a Reggio inspired preschool program, adjunct faculty at Lesley University and Wheelock College and Commonwealth of Massachusetts licensing supervisor. Susan is a passionate life long learner; her recent academic adventures include completing her professional coach certifications through the Institute for Professional Excellence in Coaching, and participating in the following programs: the Parker Palmer, Courage to Lead, Evocative Coaching; Transforming Schools one Conversation at a Time and The Minds at Work, Immunity to Change. Susan is currently the vice president of the Massachusetts Association for the Education of Young Children and the Massachusetts NAREA (North American Reggio Alliance) membership coordinator.

Ann Hoffman, M.Ed. is a Professional Development Leader for the University of Kansas, Center for Research on Learning with more than 30 years of experience. As one of the first Professional Developers for the Center, she has worked with thousands of teachers and administrators both in the U.S. and internationally. This professional development has focused on Instructional Coaching as well as CRL's Learning Strategies® and Content Enhancement Routines®. Most recently she has served as a project leader on several federal research projects focusing on secondary literacy.

Sarah Brown-Wessling is a 15-year veteran of the high school English classroom. While a member of the faculty at Johnston High School in Johnston, Iowa, she has taught a variety of courses from at-risk to Advanced Placement and has served the department and district in a variety of leadership roles. Sarah has been a National Board Certified Teacher since 2005 and in 2010 was selected as the National Teacher of the Year. In that capacity she worked as an ambassador for education, giving over 250 talks and workshops in 39 different states as well as Japan and Finland. Currently she teaches in the mornings and works for the non-profit Teaching Channel in the afternoons as their Teacher Laureate and host of their PBS show *Teaching Channel Presents*. She is an author of *Supporting Students in a Time of Core Standards* and blogs on education issues for *Huffington Post*.

Center for Teaching Quality Presenters:

Ann Byrd serves as the chief operating officer and a partner at the Center for Teaching Quality (CTQ), where she leads organizational strategy, vision, and management efforts so that teachers can transform education. Her work at CTQ—and throughout her career—has been sparked and shaped by her thirteen years teaching high school English and journalism in Lancaster, South Carolina. Ann served as an instructor with the Teacher Cadet Program for seven years—run by Winthrop University's Center for Educator Recruitment, Retention and Advancement (CERRA)—while maintaining her primary role in the classroom—an experience that gave her firsthand insight into the challenges and rewards of a teacherpreneurial role.

Alesha Daughtrey leads the Center for Teaching Quality's efforts to support teachers' learning and growth as leaders of and advocates for their profession. In addition to coordinating virtual learning opportunities for teachers throughout the 5,100-member CTQ Collaboratory, she provides direct support to teams of teacher leaders in Florida and elsewhere. Before coming to CTQ, Alesha spent nearly a decade in the Washington, DC area, where she worked in policy advocacy and analysis, community organizing, training, and philanthropy. She holds a Master of Public Policy (MPP) degree from Duke University, and received a bachelor's degree in English and secondary education at the University of North Carolina at Greensboro.

Learning Forward Iowa Presenters:

Mary Cooksley earned her doctorate in education from the University of Northern Iowa in 2010. She serves as a member of the *LearningForward Iowa* Board of Directors and is a member of Iowa ASCD, SAI and Phi Delta Kappa. She has been the Director of Curriculum and Instruction for the Oskaloosa Community School District for the past five years. Dr. Cooksley has led her district in development of Professional Learning Communities (PLC's), in addition, has facilitated other districts in their creation of PLC's. She has facilitated the implementation of standards-based grading in her district and undertaken the alignment and creation of Grade Level Benchmarks and Learning Targets aligned to the Iowa Core. Dr. Cooksley has contributed multiple times to the Iowa ASCD The Source - outlining the work of Oskaloosa's Learning Community, Standards-Based Grading, as well as the Standards for Professional Learning. Dr. Cooksley has previously presented at regional and national Phi Delta Kappa conferences on leading change and mentoring.

Connie Richardson, Consultant Green Hills Area Education Agency, is a 2001 graduate of the National Staff Development [Academy](#), a three year collaborative learning cohort. She currently serves on the *LearningForward Iowa* Board of Directors. Connie has been a member and facilitated learning teams as an elementary and middle school teacher, district leader and currently is facilitator for several AEA teams. Connie also facilitates learning for mentors of beginning educators in 45 districts in southwest Iowa who participate in the *Journey to Excellence Mentoring and Induction Program*. In 2008 Connie and co-trainer, Pat Shipley (ISEA) were honored to receive the Mildred Middleton Outstanding Leadership in Mentoring & Induction Award presented at the Iowa Mentoring and Induction Institute. Connie has presented at national and state conferences on leadership and induction.

Susen (Sue) Schirmer is in her tenth year as the License Renewal Coordinator at Heartland AEA where she is responsible for the approval and coordination of courses for credit in the Heartland area. In that role, Sue provides training and coaching in Facilitating Adult Learning and Cognitive Coaching for the instructors in the catalog program. In addition, Sue provides support and coaching for school counselors and at-risk personnel in Heartland. Sue is a long time member of the *LearningForward Iowa* Board and is currently the President-Elect.

Bill Poock serves as the President of Learning Forward Iowa--the state affiliate to the national organization, Learning Forward. He is currently the principal and lead learner at Wellman Elementary School with the Mid-Prairie Community School District. Bill has earned two master's degrees in Educational Leadership from the University of Iowa and Elementary Education from Western Illinois University. He is also a doctoral candidate in the Language, Literacy and Culture Department from the University of Iowa and hopes to complete his Ph.D. in 2015. Bill has contributed to the work in his school district to incorporate the Professional Learning Communities (PLC) philosophy as well as work to identify essential learnings and grade level learning targets in the K-12 system. One of Bill's passion interests is facilitating adult learners to positively impact student learning and achievement.

Kathy Perret is entering her 15th year as an educational consultant for Northwest AEA. She is a long time board member of Learning Forward Iowa and was President from 2011-2013. Her specialty areas include all aspects of literacy, school improvement, data analysis, technology integration and instructional coaching each focused on meeting the needs of all students. Kathy was trained by Dr. Jim Knight as a trainer of instructional coaching and has served as an instructional coach for the past 7 years. She can be found on Twitter @KathyPerret and is the co-founder and co-moderator of #educoach, a Twitter Chat devoted to supporting instructional coaches. The #educoach chat is held each Wednesday evening at 9:00 PM CST. Kathy is the author of the popular educational blog, *Learning is Growing* (<http://kathyperret.net/>), where she shares her passion for empowering and inspiring educators so they can impact student learning.

Ken Harrison serves as the treasurer for Learning Forward Iowa and as the director of curriculum and instruction for the Chariton Community School District. Prior to that he spent 4 years teaching science to grades 6-12 in Iowa and Arizona, 6 years as secondary principal in Villisca and Mount Ayr and the last 4 years as director of curriculum and instruction at Chariton. He implemented the PLC philosophy at both Mount Ayr and Chariton with the help of several exceptional people.

Thank you for engaging in a day of learning with us! Please stay tuned as we plan to build upon today's learning through future events both statewide through the ongoing collaboration among organizations and regionally through AEAs. We look forward to coordinating and providing ongoing support as you continue your journey in school improvement with teacher leadership as a key point of leverage. Please remember to sign-out upon leaving today in the event you will want to couple this event with others to earn a licensure renewal credit through either ISEA (teachers) or SAI (administrators).

~The Teacher Leadership Support Committee

We value your feedback. Please take a few minutes to complete the Evaluation Survey: <http://bit.ly/June12LTLEval>

Handouts and other resources from today can be found at www.sai-iowa.org/launching-teacher-leadership.cfm

