Journey to Digital Transformation: Lead it, support it, evaluate it!

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Take Leadership out of a digital transformation and you miss the foundation on which everything else is built.
What do Salisbury graduates do after high school?

151 Graduates in 2016

59% College/University
29% Community College
11% Nursing/Technical/Trade School
1% Workforce/Military

48 Colleges/Universities Including
- American University
- Bloomsburg University
- Cedar Crest College
- University of Connecticut
- University of Delaware
- Lehigh Carbon Community College
- Lehigh University
- Moravian College
- University of Miami
- Muhlenberg
- New York University
- Penn State
- University of Pittsburgh
- Savannah College of Art and Design
- Temple University
What knowledge, skills, and dispositions should a Salisbury graduate possess?
Uncovering the Uncommon Dots

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Stakeholder Input - Multiple Data Sources

Students
Teachers
Administrators
Community
Board
Student Advisory Council

How do you learn in school? Out of school?

What do you create in school? Out of school?

Lego Challenge

User Experience
Shadow a student

Ken Parlman @KenParliman 28d
Ancient Egypt Scavenger Hunt!
#stsd6 #stsdlearns #shadowastudent
pic.twitter.com/gK1YoFAFZN

Randy Ziegenfuss @ziegan 26d
In library...writing book revs & Iran
how to write comments #stsdlearns
#ASuperDayRZ #shadowastudent
pic.twitter.com/b36sscDZ7f

Lynn A Fuini-Hetten @ifuininetten 30d
During #ShadowAStudent
on #CelebrateMonday - Watching a
demo of K Ss recording each other
as they read! #stsdlearns
pic.twitter.com/0efQI8xTGe

Elena Steidinger @Steidinger... 27d
Me and my shadow (in science class
and at WBL) #shadowastudent
#stsdlearns
pic.twitter.com/nlNhk5DCD

Heather Morningstar @Morning... 28d
Analyzing student-created political
cartoons in German class.
#shadowastudent
pic.twitter.com/O6XUsv81sC
Teacher Input

Innovate Salisbury - link to final project presentation
Community Input

Visioning Session

Salisbury Township School District
Visioning Work Sessions

Parents, teachers, community, school leaders, board members and students welcome!

Thursday, March 3 – 6:00-7:30pm
Wednesday, March 16 – 3:30-5:00pm
Monday, April 4 – 5:30-6:45pm

Administration Building, 1140 Salisbury Road, Allentown

Let your voice be heard in shaping the future of Salisbury Township School District!
Please register at www.stsd.org/visioning or 610-797-2062, ext. 1000
Come to one or all sessions!
Admin Team

Profile of a Graduate Activity

Profile of a Graduate - Visioning Activity
Essential Question: What do we want the profile of a graduate to look like?

Guiding questions: (1) How has our world changed in the past 25-30 years? (2) What skills will our students need to navigate these changes?

1. Break into 2 groups
2. Review the following documents:
   a. Knowledge, skills and dispositions from Education Reimagined. (Scroll down for resources.)
   b. Sample “graduate profiles” (You will not have time to review all of them. Choose 1-2 which appeal to you.)
3. As you are reviewing the documents, identify on chart paper areas which you believe are essential for current and future graduates.

Discussion: How should we revise our current belief statements to reflect our thinking?
Stakeholder Survey

Key Questions:

Feedback on the knowledge, skills, and dispositions

Feedback on belief statements
Profile of a Graduate
Salisbury Township School District

Profile of a GRADUATE

Knowledge + Literacies
- Global Competence
- Core Curriculum
- Digital Literacy
- Financial Literacy
- Health Literacy

Dispositions
- Persistent
- Curious
- Risk-taker
- Caring
- Compassionate
- Entrepreneurial
- Resilient
- Tolerant
- Accepting

Skills
- Think Critically
- Communicate Effectively
- Create Bravely
- Collaborate with Others

#YourSalisbury

Christy Brennan
Salisbury Township School District
Believes that LEARNING is...

- Competency-Based
- Lifelong Learning
- Personalized
- Relevant & Contextualized
- Choice & Voice
- Empowered
- Connected
- Socially Embedded
- Open-Walled
- Resources
- Experts
- Family
- Relationship
- Community
- Educator
- Peers
- Technology
Check point...

How are you creating a vision for your transformation?

Connections/Thoughts/Questions?
While everyone needs a common language around technology and pedagogy, effective supports meet teachers and leaders where they are and challenge them to embrace a growth mindset for continuous improvement.

@ziegeran
Critical Factors - Apple Action Research Project

1. Social Networking
2. Peer Networking
3. Professional Development Opportunities
4. Risk-Taking Environment
5. Motivation, Internal/External
6. Personal Teaching/Learning Philosophy

"I'm motivated to take risks! Real world interactions are key. We need more inquiry-based learning. Administrative feedback is motivating. Having choice in my PD is valued."
Build Knowledge
Learning and taking risks!
Innovate Salisbury
Mini-Projects
Leading

#YourSalisbury

Teresa Cross @Teresa_Cross 1d
What opportunities do you give students to go Above & Beyond? Embrace the 4Cs Lead #YourSalisbury

Lynn A Fuini-Hetten @lfuinihetten 1d
Talking about thinkingroutines with Leading #YourSalisbury team! Great conversation abt modeling for our Ss.

Salisbury Twp. SD @SalisburyS... 1d
Our #YourSalisbury Chalk Talk, investigating the 4C’s!
Check point...

How are you supporting your teachers and leaders?

Connections/Thoughts/Questions?
Every digital transformation should have clearly defined goals and a plan to document progress toward those goals. Taken together, clear goals and a plan for Evaluation are the rudder of an effective digital transformation.
Plan it...

Conduct it...

Share the results.
A framework for assessing and evaluating your tech initiative...

What are the goals of the initiative?
Who is the audience?
What data will you collect relevant to the goals of the initiative?
How will you analyze the data?
How will you share the results?
What’s next?
A little bit of context...
- Organize stakeholders around the goals of the project
- Determine if the financial investment is “paying off”
- Understand how and where teaching and learning is evolving

- Measure progress toward meeting project goals
- Support action planning with data
- Provide greater community evidence of success
- Share evidence and examples of what works (and what doesn’t) with the greater educational community
- Build a culture and community of data-informed decisions

from Bebel (2014)
What are your goals?
Example Goals

- Improve teaching and learning practices
- Raise student test scores
- Provide wider access to materials and resources
- Increase student engagement
- Lower dropout rates

- Increase productivity and streamline record keeping
- Increase opportunities to practice 21st century skills
- Create equity

from Bebel (2014)
The TL2014 initiative accelerates the process of providing our students with the knowledge and skills necessary for post-secondary success - the workforce or higher education - in the 21st century. TL2014 has as its stated goals:

- Increased learning opportunities for the development of critical 21st century skills: critical thinking and problem solving, effective oral and written communication, collaboration, creativity and curiosity, adaptability, organization, initiative and entrepreneurialism.
- Increased opportunities for student engagement in a dynamic, technology-rich learning environment.
- Increased opportunities for project-based and challenge-based learning, mirroring real-world work force and higher education environments.
- Increased opportunities for differentiation and individualized instruction through the use of technology.
- Increased opportunities for reading and writing in new formats and modes common in the 21st century.
The **TL2020** initiative accelerates the process of providing our students with the knowledge and skills necessary for post-secondary success - the workforce or higher education - in the 21st century. **TL2020** has as its stated goals:

- Transformed teaching and learning, guided by the SAMR framework as measured by classroom walkthroughs, observations, surveys and other sources.
- Increased occurrences of higher level thinking, guided by Webb’s Depths of Knowledge (DOK) as measured by classroom walkthroughs, observations, surveys and other sources.
- Increased opportunities for all students to benefit from online and blended learning opportunities in all content areas including courses/content developed by Salisbury staff.
- Increased opportunities for all students to develop and practice literacies that provide readiness for college and career in our interconnected world.
Who is your audience?
What data will you collect?
Observational tools, rubrics and walkthroughs
Surveys
Drawings
Journaling
Focus groups
Interviews
Assessment and skill tests
Student records
Commercial tools
  • Bright Bytes - Clarity Survey
  • Apple Educational Technology Profile
  • Apple Educational Leadership Profile
Classroom Walkthrough
Parent Survey
Teacher Survey
Student Survey
Stories - TL2014.org
Honor Roll & GPA

Classroom Walkthrough
Parent Survey
Teacher Survey
Student Survey
Stories - TL2020.org
Focus Groups
Apple Educational Technology Profile
Apple Educational Leadership Profile
Bright Bytes - Clarity Survey
- Search for themes connected to your goals
- Highlight strengths
- Identify challenges

How will you analyze the data?
How will you share the results?
- Reports shared at school board meetings
- Reports shared with staff
- Reports shared online
Check point...

What are your key takeaways?

Connections/Thoughts/Questions?
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