Innovate Salisbury 180: Unique Professional Learning for Systems Change

NCE 2017


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Questions for us to explore:

What is the role of leadership in the transformation of teaching and learning?

How did we lead an inquiry process?

What actions did we take based on our data?

What are the critical factors of success, and how did we develop a systemic professional learning experience which simulates those factors?
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.
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
Research Question: For our teachers who are creating transformational learning experiences, what are the critical factors of success?
Process - How did we collect data?

Teacher Interviews
Principal Interviews
Teacher Focus Groups
Findings

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

by Randy Zengerfuss on December 4, 2015 in Podcast Episodes • 6 Comments

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Last February, we traveled to an Apple What’s Next: Implementing Research Practices event to work with the Apple team including Ruben Puentedura and Boston College researcher Damian Bebel.
We designed an action research project that included two research questions:

- What are the critical factors of success for our teachers who are creating transformational learning experiences?
- What factors of success can the district foster?
Teacher Quotes

“

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.

”
Which factors can we support?

1. Social Networking
2. Peer Networking
3. Professional Development Opportunities
4. Risk-Taking Environment
5. Motivation, Internal/External
6. Personal Teaching/Learning Philosophy
Innovate Salisbury 180 Cohort

Sample Agenda
Mini-Project Proposals
Visioning
INNOVATESALISBURY180

...180 days to uncover the uncommon dots
What is Genius Hour? 79/180

JANUARY 8, 2016 / LFUNIHETTEN / LEAVE A COMMENT / EDIT

Through our Innovate Salisbury mini-projects, we have a couple of teachers exploring Genius Hour (both at the high school and elementary levels).

*During genius hour students of all levels

InnovateSalisbury180 is our year-long journey (2015-2016) to uncover uncommon dots of innovation, leading to a clearly defined vision for learning and teaching in our classroom by 2020.

Follow:
TL2020.org
SalisburySD.US
Facebook
Developing A Profile of a Graduate/Beliefs
Profile of a Graduate/Beliefs

<table>
<thead>
<tr>
<th>Skills</th>
<th>Knowledge/Literacies</th>
<th>Dispositions</th>
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<tbody>
<tr>
<td>The capacities and strategies that enable learners to apply knowledge to novel situations, engage in higher order thinking, problem solve, collaborate, communicate effectively and plan for the future.</td>
<td>Core curriculum - English/language arts, math, science, arts, humanities</td>
<td>Active participation in learning throughout the lifespan</td>
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<td>Global competence including world languages</td>
<td>Resiliency, grit, persistence, ability to learn through iterations</td>
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<td>Financial literacy</td>
<td>Curiosity</td>
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<td>Health/Wellness Literacy</td>
<td>Initiative/work ethic/intrinsic motivation</td>
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<td>Digital citizenship/literacy including coding</td>
<td>Adaptability/assimilation</td>
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<td>Positivity</td>
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<td>Ethics/manners/morals/respect/honesty</td>
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<td>Civic responsibility/sense of community</td>
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<td>Self-control/self-awareness/self-advocacy</td>
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<td>Capacity to be a learner</td>
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<td>Creativity/innovation</td>
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<td>Critical thinking/problem finding/problem solving/analysis and synthesis</td>
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<td>Communication within and across networks in various media, both face-to-face and digital</td>
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<td>Collaboration</td>
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<td>Social awareness - empathy, listening, understanding the needs of others</td>
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<td>Leadership/Influence</td>
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<tr>
<td>Independent and collaborative thinking</td>
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The behaviors and ways of being that contribute to learners fulfilling their full potential.
Profile of a GRADUATE
Knowledge + Literacies

- Global Competence
- Financial Literacy
- Health Literacy
- Core Curriculum
- Digital Literacy

#YourSalisbury
Dispositions

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

# Your Salisbury
Skills

Communicate effectively

Think critically

Collaborate with others

Create bravely

#YourSalisbury
Salisbury Township School District believes that LEARNING is...

- Competency-Based
- Life-Long Learning
- Personalized, Relevant, and Contextualized
- Learner Agency
- Choice + Voice
- Characterized by:
  - Empowered
  - Connected
  - Socially Embedded
- Open-walled
- Rigorous
- Connected

Knowledge, Skills, Dispositions, and Passion
Leading
#YourSalisbury

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

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

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

- Building leadership teams
- Central Office
- 3 full district meetings
- 2 building-specific meetings

Promote shared leadership...
Goals

- Build shared understanding of Profile of a Graduate
- Build shared understanding of Learning Beliefs
- Build shared understanding of 4Cs.