

Lead Learn Excel:

It's All Routine: Promoting Teacher Reflection and Growth
in Peer Learning Communities

July 23, 2018

Welcome!



Learning Objectives



By the end of our time together this morning, you will be able to

- Describe the skills, strategies and supports for effective facilitation of peer learning routines with teachers
- Identify ways that existing collaborative routines for teachers can be improved and enhanced for greater professional growth

Agenda



- What is Lead Learn Excel?
- Collaborative Routine of Peer Learning Communities
- Effective Facilitation: Providing Emotional, Organizational and Instructional Supports
- The Value of Protocols
- Video and Discussion Using Ladder of Feedback Protocol
- Wrap Up

What is Lead Learn Excel?



- Professional learning program for early childhood leaders
- Helps leaders better support teaching and learning
- On-the-job learning approach



Foundational Principles

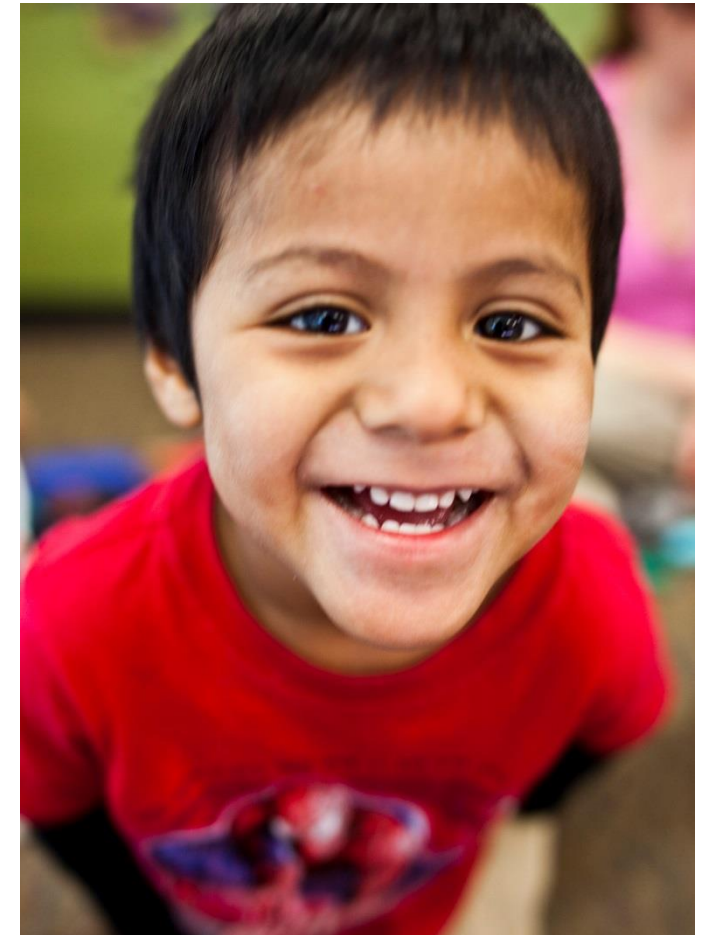


School improvement research tells us

- **Instructional leaders** are the drivers of change in their early childhood programs.
- **Job-embedded collaborative routines** are the vehicles through which that change happens.

Effective Instructional Leaders:

- Are **inclusive** and **collaborative**
- Use **data** to inform instruction and continuous improvement
- Support teachers in creating **lesson plans** to improve child outcomes
- Facilitate **professional learning communities** to support quality improvement efforts



PLCs with teachers may be used to



- **Analyze data** to inform instruction and to **set clear goals** for professional learning and improvement
- **Build knowledge and shared understanding**
- **Reflect** on the effectiveness of instruction and work through **problems of practice**
- **Support lesson planning** to improve teaching strategies and child outcomes

When teachers collaborate in PLCs, what can leaders do to ensure

- Teachers feel **emotionally supported** and that their perspective is valued?
- Collaboration is **organized and productive**?
- Teachers are **learning from and with each other** in this experience?



Facilitation Tasks and Skills



- **Emotional** supports to build trust.
- **Organizational** supports to ensure productivity.
- **Instructional** supports to advance learning.

The Facilitator Is Not the Expert!

A facilitator's role is to:

- **Promote** participation
- **Ensure** equity
- **Build** trust
- **Help** participants stay on topic
- **Ask** open-ended questions to prompt thinking



Emotional Supports Build Trust



- Be **trustworthy** yourself
- Be present and practice **active listening**
- Promote **participation** for everyone
- Ensure **equity** for all voices

Instructional Supports Advance Learning



- Prompt thinking with **open-ended questions**
- Connect to **prior knowledge**
- Use **research-based** frameworks, curricula and resources
- Summarize and **consolidate learning** at the close

Organizational Supports Ensure Productivity



- Make **introductions** and use **icebreakers**
- Create **norms** with teachers
- Set **clear purpose and goals** for the group
- **Plan** ahead of time
- Keep conversations **focused**
- Use **protocols!**

Benefits of Protocols



Protocols help to

- **Structure** interactions
- **Encourage** collaboration
- **Keep** conversations focused
- **Allow** teams to explore topics in-depth
- **Promote** trust, safety and equity

Modified Ladder of Feedback Protocol



Facilitator leads the group through the following steps:

Step 1: Clarify (whole group- 3 minutes)

Step 2: Value (3 minutes)

Step 3: Raising Questions and Concerns (5 minutes)

Step 4: Suggestions (3 minutes)

Step 5: Reflect on Learning (5 minutes)

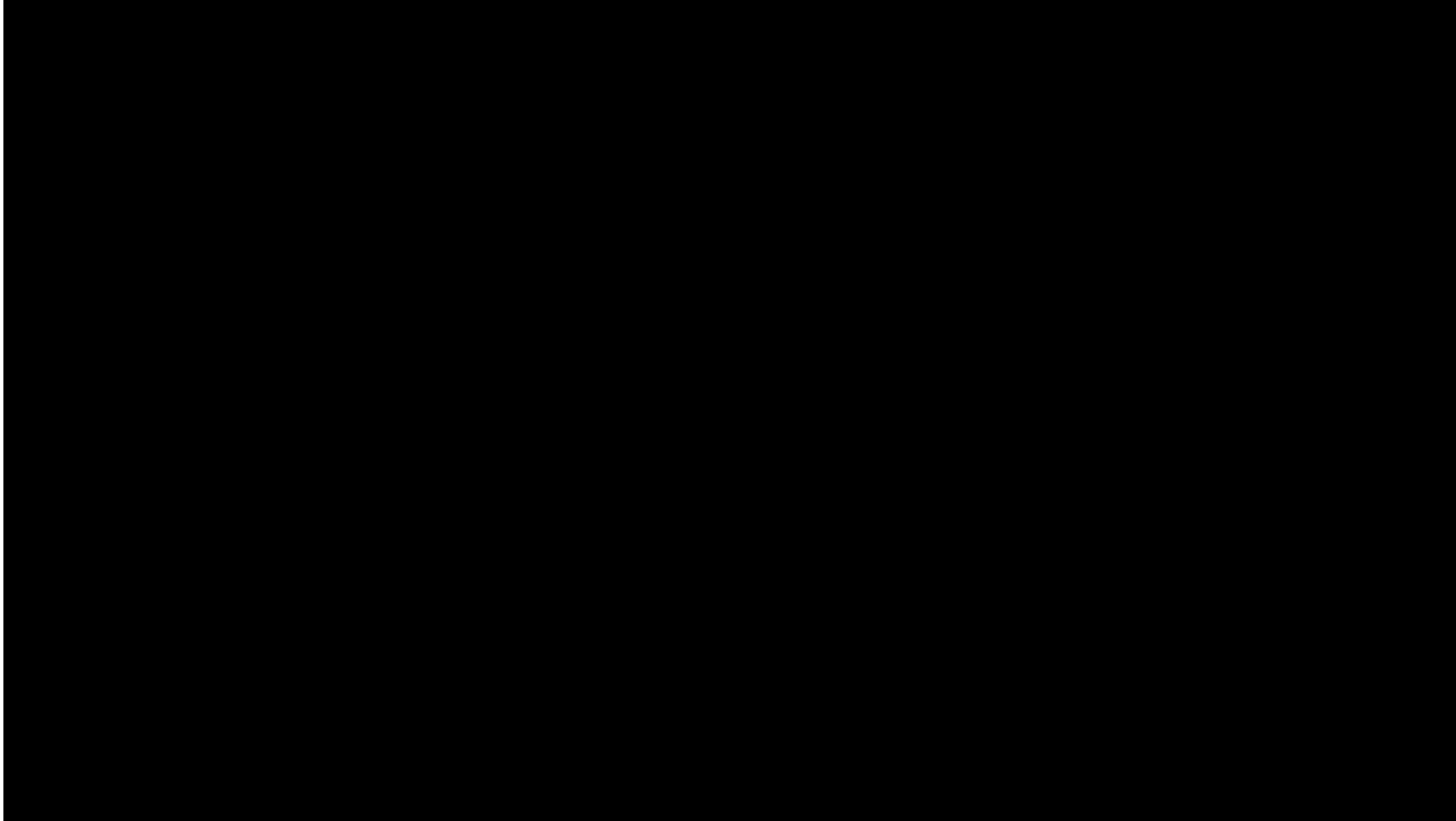
Practicing With a Protocol- Modified Ladder of Feedback



1. Watch the video and take notes.
2. After the video, get into small groups (6-8 people).
3. Identify a facilitator.
4. Follow Steps 1-5 of the protocol.

Lead Learn Excel folks will circulate among tables to support you.

Facilitation Tasks and Skills



Reflection



Step 6: Debrief

- How did it **feel** to use this protocol?
- What were the **benefits**?
- What were the **challenges**?
- How might you **use** a similar protocol **with teachers** to view videos of actual teacher practice in the classroom?

Thank you!



Contact: LeadLearnExcel@theounce.org

For more instructional leadership resources and tools, visit
<http://strongleaders.theounce.org/>