



Key Actions of Engagement for Effective Instructional Leadership



NIET | NATIONAL INSTITUTE FOR
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Session Objectives



Participants will:

- Identify actions that highly effective administrators consistently engage in.
- Reflect and self assess themselves in 4 key areas of instructional leadership.
- Gain a deeper understanding of the TAP System / NIET Best Practices to promote administrator effectiveness.

The Power of Teamwork



As you watch the clip, think about what resonates with you, affirms a belief you have, or connects in some way to what you know about Instructional Leadership Teams.

Our Training Norms



- Place cell phones and iPads on silent
- Actively look and listen
- Honor built-in sidebar conversation times
- Engage and participate
- Give quick attention to the call back signal

Our Training Agenda



- Actions of Effective Administrators
- Self-Reflect: Where Do I Stand?
- Networking Opportunities for strengthening administrator effectiveness.
- Leadership in Action—Virtual Field Trip

Highly Effective Administrators



Grab a Sticky Note

Take 2 minutes to generate a list of actions that highly effective administrators consistently engage in.

As a table, create a chart with 4 or 5 key actions of highly effective administrators

Decide on a '*critical*' one and be prepared to share out...

Highly Effective Administrators:



- **Work explicitly to improve instruction in the classroom**
- **Provide appropriate, meaningful feedback to teachers**
- **Lead professional development sessions / support others who do**
- **Lead data driven instructional teams to build capacity in teachers**
- **Have high expectations of teachers and students**

Highly Effective Administrators:



- Engage in and support the concept of ‘public learning’
- Provide ways for teachers to grow in their careers
- Provide opportunities for staff to learn from one another
- Delegate leadership roles

Instructional Leadership: Where do I stand?



1. Fold a sheet of table paper both vertically and horizontally, resulting in a sheet of paper divided into 4 distinct quadrants.
2. Write the following headings on the top line of each quadrant starting in the upper left quadrant and moving clockwise.

- Student Growth
- Teacher Reflection
- Professional Development
- Instructional Performance Levels

Under each heading you will respond to a question.

Student Growth	Teacher Reflection
Professional Development	Instn'l Performance Levels

Instructional Leadership: Where do I stand?



Write your response to the following self-reflection questions, one for each of the heading topics.

Student Growth

How do I know if all students are growing academically toward meeting or surpassing a year's growth?

Teacher Reflection

What evidence do I have that all teachers are increasing their capacity to analyze student work through reflection and make differentiated instructional decisions to meet the needs of our students?

Professional Development

What tells me that we are providing opportunity for strong collaboration, and professional growth in regards to strategies that increase student achievement?

Instructional Performance Level

What evidence do I have to show that teachers are making progress in their instructional capacity?

Turn and Talk



With a shoulder partner discuss the following:

- **Which of the questions was the easiest to respond to?
Why?**
- **Which of the questions was the hardest to respond to?
Why?**

Shared Leadership



We no longer believe that one administrator can serve as the instructional leader for an entire school without the substantial participation of other educators.

– Lambert

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Essential Question:



What structure / process can we provide that will allow administrators and teacher leaders the opportunity to consistently visit these *4 critical questions* and respond in ways that ultimately impact student achievement ?

The Instructional Leadership Team

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Shared Leadership IS...

- Maximizing human resources
- Empowering individuals
- Building capacity
- Inviting leadership opportunities
- Supporting and encouraging
- Listening, leading and learning
- Promoting the 'Lead Learner' concept

Shared Leadership is NOT...



- Adding additional administrators to your staff
- Changing all of your previous practices
- Funneling all decisions through all LT members
- “Handing over the reigns”

Distributed Leadership: Areas of Focus



Setting Directions

By setting directions, charting a clear course that everyone understands, establishing high expectations and using data to track progress and performance

Developing People

By developing people, providing teachers and others in the system with the necessary support and training to succeed

Redesigning the Organization

And by making the organization work, ensuring that the entire range of conditions and incentives in districts and schools fully supports rather than inhibits teaching and learning



Let's network !

Round Robin Reflection



- **First person briefly shares response to Table Discussion question.**
- **Group pauses.**
- **Someone paraphrases.**
- **Others probe/inquire. (note taking is suggested)**
- **Next person shares.**
- **Continue around the table until each person has shared.
Move to the next Table Discussion question.**



***10 minutes per round for all members to discuss.**

Table Discussion: #1



Student Growth: How do I know if all students are growing academically toward meeting or surpassing a year's growth?

Prepare for your Table Discussion around Question 1

Keep notes about ideas to strengthen your practice.

Share responses to the following questions:

In your school, what has been your greatest challenge and success related to the key question?

What activity / tool / process have you used related to this key question? **NIET**

Table Discussion: #2



Teacher Reflection: What evidence do I have that all teachers are increasing their capacity to analyze student work through reflection and make differentiated instructional decisions to meet the needs of students?

Prepare for your Table Discussion around Question 2

Keep notes about ideas to strengthen your practice.

Share responses to the following questions:

In your school, what has been your greatest challenge and success related to the key question?

What activity / tool / process have you used related to this key question?

Table Discussion: #3



Professional Development: What tells me that we are providing opportunity for strong collaboration, and professional growth in regards to strategies that increase student achievement?

Prepare for your Table Discussion around Question 3

Keep notes about ideas to strengthen your practice.

Share responses to the following questions:

In your school, what has been your greatest challenge and success related to the key question?

What activity / tool / process have you used related to this key question?

Table Discussion: #4



Instructional Performance Levels: Is there evidence to show if teachers are making progress in their instructional capacity?

Prepare for your Table Discussion around Question 4

Keep notes about ideas to strengthen your practice.

Share responses to the following questions:


In your school, what has been your greatest challenge and success related to the key question?

What activity / tool / process have you used related to this key question?

Spotlight on Success



Southport Elementary School
Indianapolis, Indiana
2016 NIET Founders Award Winner



Reflect and Debrief...

Next Steps--Where do I stand?

Reflecting on today's discussions relative to student work, teacher reflection, PD, and instructional performance levels, what goal(s) will you establish for yourself or your leadership team?

Reflect and Debrief...

For more information about the
TAP System or NIET Best Practices contact
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Thank
You!





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