Welcome Back

2022-2023

Agenda

Goals

Where do you fit in the Tool Chest?

Emily Dickinson's Vision/Mission - Where we are headed?

The Work of PLCs: Step One - Building Strong Teams

Beginning of the year business

Goals for Today's Meeting

Staff engage in professional development

Share our hopes and dreams for our school

Determine our WHY?

Determine what type of personality type you have, this will help guide your teams.

Establish norms for our meetings

Review beginning of the year business

Y'all ready for this?

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Image Embedded from:

What is your Why??

Why do you wake up every morning and come to school?

Why did you become a teacher?

Why do you do what you do in your classroom?

A celebratory moment…

We love and nurture our kids and each other…

We recognize every child and staff member as part of this school community…

We wrap around our students and their families when they are struggling…

We work hard to deliver quality instruction…

We want to be the best we can be…

A lot to celebrate…

Grade Level	Percentage Increase of Proficient Students from Fall to Spring	Percentage of Students Meeting Green or Blue Growth
KIndergarten	63% to 70% = 7%	70%
First Grade	74% to 84% = 10%	80%
Second Grade	63% to 73% = 10%	70%
Third Grade	74% to 81% = 7%	81%
Fourth Grade	79% to 84% = 5%	84%
Fifth Grade	62% to 59% = -3%	56%

A lot to celebrate…

Grade Level	Percentage Increase of Proficient Students from Fall to Spring	Percentage of Students Meeting at or above 35% Growth Proficiency
Second	51% - 66% = 15%	61.4%
Third Grade	69% to 78% = 9%	78.5%
Fourth Grade	58% to 77% = 19%	75.6%
Fifth Grade	48% to 63% = 15%	69.7%

Emily Dickinson Data Review: Reading

Grade Level	Fall % Proficient	Winter % Proficient	Spring % Proficient
Kindergarten	63	55	70
First	74	79	84
Second	63	68	73
Third	74	71	81
Fourth	79	75	84
Fifth	62	54	59

Emily Dickinson Data Review: Math

Grade Level	Fall % Proficient	Winter % Proficient	Spring % Proficient
First			81
Second	51	58	66
Third	69	80	78
Fourth	58	76	77
Fifth	48	63	63

Emily Dickinson Data Review: ELA SBAC

Grade Level	% Proficient (State))	% Proficient (District)	% Proficient (Emily D)
Third	44	60	62
Fourth	46	67	67
Fifth	47	66	63

Emily Dickinson Data Review: Math SBAC

Grade Level	% Proficient (State)	% Proficient (District)	% Proficient (Emily D)
Third	45	62	67
Fourth	42	63	70
Fifth	34	55	57

Reflection on our data…

What does our data show/tell us?

Is this good enough for OUR kids? Is it good enough for your own child?

Am I okay with the current learning reality?

Do I want to do it better?

So what?

Information and Handouts for PLC PD

The information for PLC training was taken from the following sources:

- **Keynote and break out sessions and handouts from TEAMS training in Irving, TX - July 2022**
- *The Big Book*
- *The Collaborative Team Plan Book for PLCs at Work*
- *Learning by Doing*

Why PLCs? Because They Work

John Hattie's Visible Learning Research ranks 250 practices that we use in schools from "Potential to Considerably Accelerate Student Achievement" to "Likely to have a Negative Impact on Student Achievement."

It is based on 90,000 studies of over 300 million students.

Collaboration Matters Most

PRACTICE	IMPACT ON LEARNERS
Collective Teacher Efficacy	**1.57**
Self Reported Grades	1.33
Cognitive Task Analysis *(making learning intentions clear to students)*	1.29
Teacher Estimates of Achievement	1.29
Response to Intervention	1.29

Hattie, Visible Learning, October 2018.

What is Collective Teacher Efficacy?

"Collective teacher efficacy is not just rah-rah thinking…It's the combined belief that **it is us that causes learning**. It is not the students. It's not the students from particular social backgrounds. It's not all the barriers out there.

Because when you…believe that you can make the difference, and then you feed it with the evidence that you are, that is dramatically powerful."

Hattie, J. (2018, May 1). What is "collective teacher efficacy?" [Video file]. Retrieved from https://vimeo.com/267382804

Why Now? Because the Stakes are High

Today's classrooms **have become incredibly diverse places**, filled with students who have a wide range of academic, social and emotional needs.

As a result, it is almost impossible for **any one person to have the "know-how"** to move every student forward.

Bill Ferritier's Presentation/July 2022

What is shared thinking?

Shared Mission - Why do we exist? (Ensuring high levels of learning for all students)

Shared Vision - What must we become? Creating the structures and culture to ensure all students learn

Collective Commitments - How must we behave? Clarify how each individual will contribute to achieving the vision

Shared Goals - Which steps must we take and when?

Why a Vision and Mission Statement?

A vision statement answers the question, "What must we become in order to accomplish our fundamental purpose?" It helps guide the school as it implements the practice that make the vision a reality. What is our current reality and what is the future we would like to see?

A mission statement answers "Why do we exist?' It capture in words our purpose.

Emily Dickinson Vision and Mission

We believe that all students have a right to high levels of learning; and a right to feel loved and safe with a right to be heard. We value thoughtfulness, intention, bravery and collaboration. Our intent is that all students will develop academically and emotionally.

As a team, we will work to create a student-centered environment that nurtures not only the high-achieving academic aspect of school, but provides the social and emotional guidance to be effective, cooperative communicators and community members.

Mission Statement: Our mission is to create an environment which reinforces positive behavior to help educate, support, and prepare citizens of the world. The mission of our team is to foster and promote a safe and positive school environment that enhances student learning through teaching and recognizing positive behavior and promoting high expectations for learning.

Our mission is to provide high quality education in a safe, respectful and inclusive environment that builds that foundation for lifelong learning. Our vision is to develop well-rounded confident and responsible individuals who aspire to achieve their full potential. We believe that education should take place in an inclusive environment, with schools sharing information with families to support the learning of their children. We aim to use a curriculum that helps all learners grow. Our goal as educators is to improve student achievement as well as build a strong, confident team who collaborates effectively.

We will be supportive, encouraging, and collaborative. We will also show respect by being prepared, beginning and ending on time, actively listening, focusing on open, honest, and participating in productive conversations honoring the will of the group.

1. We will focus on building relationships with students and families.
2. We will ensure each child has the means to grow whether it is emotionally, socially, or academically.
3. We will work together towards a common vision for all children to become lifelong learners in the world they live in today!

Moving Forward with Our Mission and Vision

Our Mission

Emily Dickinson School exists to provide a safe, nurturing, and respectful community where all children are held to high expectations for learning and behavior so that they develop to their fullest potential and are prepared for future success.

Our Vision

Our vision is to ensure all students receive the highest levels of academic instruction to ensure all children learn.

How do we achieve our mission/vision for ALL students?

IT'S PLC MEETING DAY, AND WE DON'T KNOW WHAT WE'RE DOING!

What Does Doing PLCs the Right Way Mean?

Taking it one step at a time…

- **As leaders, we are doing the work and getting better…**
- **We all have a shared commitment to …**
- **We have shared PD - everyone receives the same message**
- **Calendars**

The flawed notion that progress happens in leaps and bounds is **AN ORGANIZATIONAL CURSE**. Real progress starts and ends with teams committed to taking one step at a time together.

Steps to Creating a Successful PLC

Step 1:

Creating strong teams…

Creating Strong Teams:
What tool are you in the tool box?

Personality Matters…

If Bonnie were a hand tool, which would she be?

Personalities Matter: Some People are Hammers…

Tend to be creative and comfortable.
Are good at creating drafts of what could be; imagining.
Break easily. Wear down quickly.

Personalities Matter: Others are Pencils…

Get things done quickly.
Are assertive and confident.
Sometimes make painful and hard to correct mistakes.

Personalities Matter:
Screwdrivers, Paintbrushes, Sandpaper …

Screwdrivers: Focus deeply on one task. Struggle to multitask. Are joiners. Are built to last.

Paintbrushes: Are easygoing and flexible, but give them enough time and they'll get any job done.

Sandpaper: They smooth out rough spots in relationships or team plans.

Why these conversations matter?

When people have a better understanding of the personalities of the people who work on our collaborative teams, we have…

- A better understanding of the reasons for their actions
- A better understanding of the contributions they make to our team
- A safe way to "call people out" when their actions get in the way of our collaborative work

Norms

Establish staff meeting norms

[How to…](#)

Beginning of Year Business~Nuts and Bolts Part A

Schedule for next three days

Behavior Stations - Friday of first week for grades 1-5

Hot lunch - Tongue Depressor Lunch Tickets

Car loop - first two weeks

Committees and committee expectations

Recess sign up and expectations

Fire Inspection

New Meeting Format

Nutshell Expectations

HM

PLC Expectations

Parent communication expectations

Establishing Our Priorities

[Determining priority standards](#)