



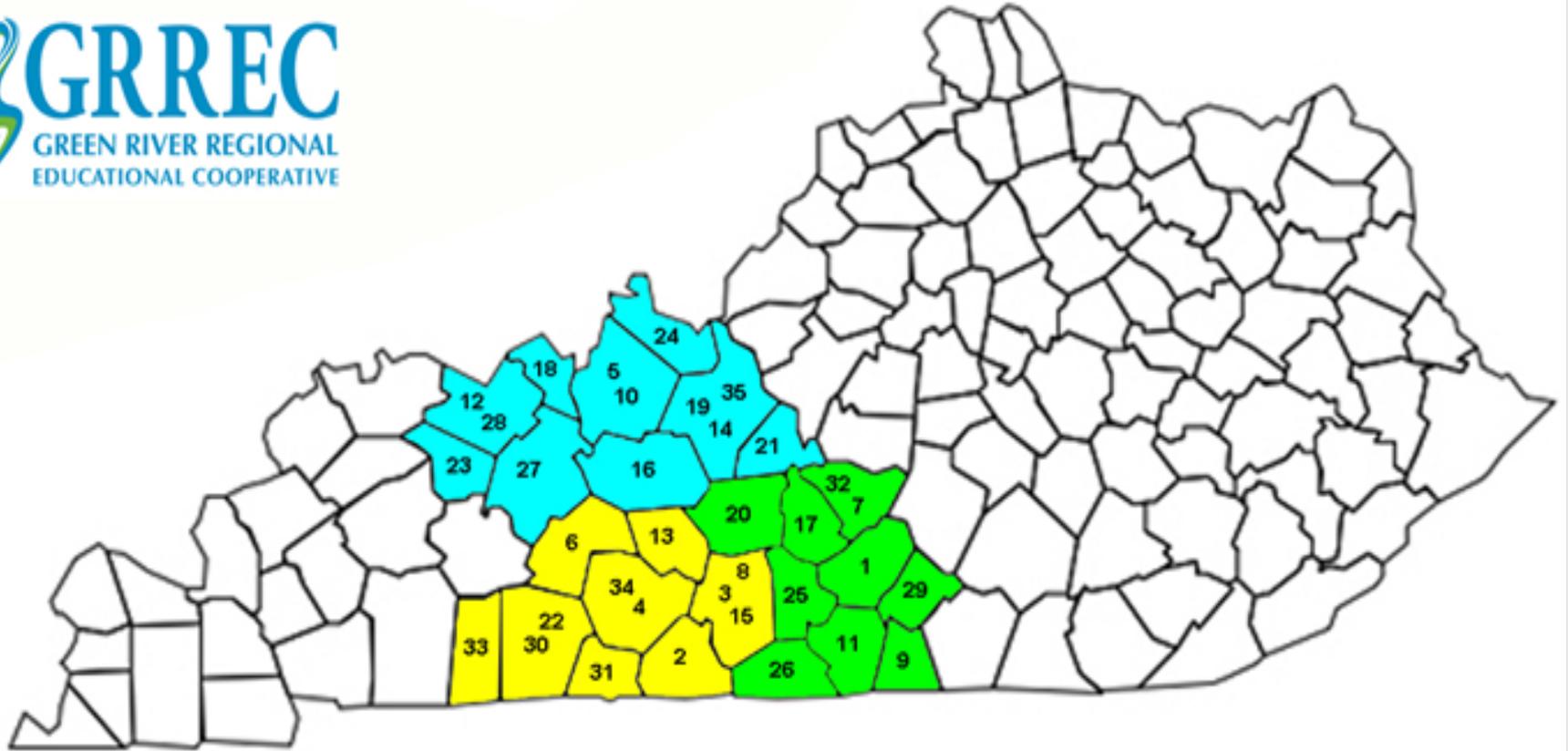
# TEAMWORK



EMPOWERING LEADERS  
ENHANCING CONSULTANT EXPERTISE  
IMPROVING DISTRICTS  
BUILDING CAPACITY

*“We cannot change what we cannot focus on.”*

Melody Musgrove



# TEAM APPROACH

- **Three CORE Data Teams (PLCs)**

- \* North

- Beth, Barb, Rebecca, Kelly

- \* South

- Donna, Betsy M., Randi, Kathy, Shea, LeAnn

- \* East

- Amanda, Jennifer, Deb, Liz, Betsy F.

# TEAM EXPECTATIONS

- **Develop Individual School/District Support Plans**
  - Data Review Process (5 Step)
  - Prioritize (Non-RTT, CAPS, Focus, NI, Regional Data)
  - Collaboratively with district leadership teams
  - Align with Delivery Plans, Logic Model, CSIP, CDIP
  - Visit each district once per month to monitor progress
  - Electronic planning template
- **Each team has a monthly goal**
- **Each team member has a monthly goal**
- **Goals are visibly posted and monitored weekly**

# District Plan

Goal Objective Strategy Activity	Coop Contact	District Contact	Follow-Up Meetings	Notes

# TEAM EXPECTATIONS

- Meet 4X monthly
  - Submit Agenda, Sign-in Sheet, Goals & Minutes
  - Periodic reflection/eval of PLC characteristics
  - Develop Norms/Expectations/Non-negotiables
- Assign Team Roles
  - Reporter, Recorder, Gopher, Laptop Secretary, Time-keeper
  - Rotate roles monthly

# CALENDAR

		<b>BM/TM</b>		
		Role Group	Role Group	<b>Plan &amp; Reflect/TM</b>
<b>SM/TM</b>				
				<b>DoSE/ TM</b>

# Monthly Staff Meeting

- Each team reports progress
- Observe patterns/make connections
- Afternoon planning is based upon results
  - Content specific
  - SPED specific
  - Regional PD Planning
  - Individual Teams or Mixed Teams
- CELEBRATE the accomplishments of each team

# PILLARS

- Data Retreat Process (infused) –data-driven
  - Activity Tracker
  - Regional Report Card
- Co-Teaching for Gap Closure
- RTTT
- Focus/Priority Schools/NI
- PGES
- Reflection
- PALS Framework

# PILLARS

- Instructional Rounds
- CIITS
- ASSIST Planning
- Grant-driven Activities
- Cognitive Coaching
- Strategic vs. Operational (SPED specific )
- Standards Work
- RtI (behavior/academic)

# EXTENSIONS

- DoSE Meetings
  - Data Teams Report Goals and Progress
  - Review District Data
  - Review District Plans
  - Design Next Steps
- Teams report to Supers at Board Meetings

# PLUS

- Empowering
- Proactive
- Purposeful & Targeted
- Data-driven
- Focused
- Integrated
- Collaborative
- Capacity-building ( consultants become well-versed in other areas)

# PLUS

- Intentional Planning
- Fewer 911s
- More time to “work” the “work”
- Districts feel very supported
- Consultants have a support network
- Leadership is “free” to coach/provide feedback/attend trainings/visit districts

# PLUS

- More service-oriented
- High Trust
- High Accountability
- High Performing Teams
- Fully Committed Teams
- Healthy Competition
- Autonomy

# PLUS

- Encourages positive attitudes
- Inspires commitment, effort and resilience
- Model of Continuous Improvement

No more “good enough”. Let’s push things.

*“A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history.”*

»

Gandhi



Engage with Passion.

Execute with Purpose.

Excel in Performance.