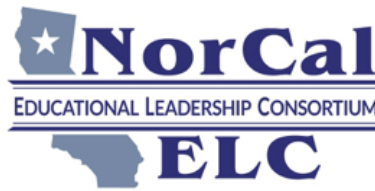


Resource Page - NorCal ELC - LCA Y2-S5

January 10, 2022

3:00-5:00



Zoom Recording

Passcode: p0aDfG?e

Essential Question:

- How do we collectively transform education to improve access, opportunity and inclusion, especially for students who are historically underserved, so that they can thrive?

Guiding Questions:

- How do I continue to guide and facilitate my Team PLC's collaborative learning and equity-focused continuous improvement work?

Outcomes:

- Deepen knowledge and understanding of the tools of CI for equity-centered transformational work
 - Practice/ Use knowledge and understanding of CI tools in own context
- Continue to build our professional learning network
- Understand the outcomes for Winter Institute

Tech Norms	Collaborative Norms
• Session is being recorded • Full Names on your Zoom screen • Chat function when asked • Video ON - preferred • Microphone MUTED • Resource Page as a guide • Reactions encouraged	• Operate with grace • Be present • Push self as learner ◦ Individually ◦ Collectively • Take an inquiry stance • Communicate clearly and concisely

[SLIDES](#)

Inclusive Opener: Check Your Battery

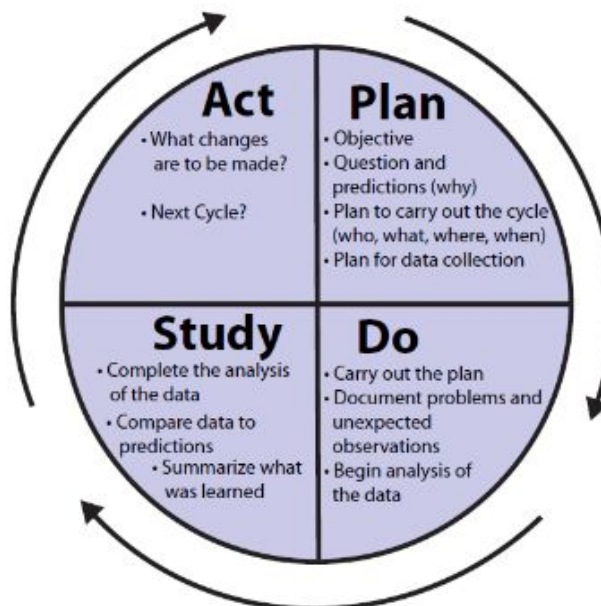
How are you currently feeling?

- Awareness of self
- Awareness of others

How do current levels of battery energy impact our work and learning together?



The PDSA Cycle for Learning and Improving



Winter Institute Overview

Winter Institute Agenda Overview January 31 and February 1 (3:00-6:00 each day)

January 31, 3-6pm	February 1, 3-6pm
Welcome Inclusive Opener Equity Panel (case studies of equity work in action) - Networking - Random breakouts for structured dialogue - Reflection and discussion based on panels - Application of learning and reflection - implications Specific Content Learning - Choose Your Own Learning Adventure - Various facilitated content-specific 60-minute breakout sessions Team PLC Time - The Day's Learning - share panel and content learning AND/ OR - February 1 Consultancy Prep: PoP Story Deck - Final preparations - Walk through / rehearse Optimistic Closure	Welcome Inclusive Opener Consultancies <i>NOTE: Teams will be communicated with ahead of time re: which Teams will be partnered for Consultancies</i> - Share Team's Continuous Improvement progress using the PoP Story Deck template - Consultancy Presentations - Around a concrete dilemma that's getting in the way of progress OR - A question for feedback on a plan and/or ideas that your Team would like some support with PLC Time - Discuss learning and feedback from Consultancy - Application of learning and feedback for next steps - implications Optimistic Closure Reflection and Feedback

PoP Story Deck Resources

What is a PoP Story Deck?

- A Story Deck is an visual organizational tool to help tell the story of your PoP and the work of your PLC in transforming education.
 - Your Story Deck is a visual summary of your work and learning.
- A Story Deck pulls together all the work and learning you have engaged in over the course of the year. It is a simple and straightforward visual way to share your story.
- This Story Deck aligns with the Continuous Improvement Science process.
 - Problem of Practice
 - Root Cause
 - Driver Diagram and Theory of Action
 - PDSA cycles

Resources for your Story Deck can be found in this [FOLDER](#).

- Click on the link and then click on your personal Team Lead Folder.
- Begin your Story Deck.

Consultancies

Resources for the Consultancy Protocol

- [The Consultancy Protocol](#)

- [A Guide for Designing Questions](#)

Leadership Coach Breakout Rooms

Outcomes

- Clarify Winter Institute Agenda and expectations **5-10 min**
- Reflect on previous use of Improvement Science tools
- Identify immediate concrete needs and next steps
- Engage in differentiated coaching session based on needs with specific Improvement Science tools

Process

1. Independently reflect on learning and use of tools **5 min**
 - a. Click on the following link - [Feedback](#) from LCA #4
 - i. Find your feedback from LCA #4
 - ii. Review your feedback from LCA #4
 - iii. Pay special attention to:
 - Columns F and G - Equity
 - Columns J and K - Learning and Action
 - a. What tool(s) are you using?
 - b. What were your action steps? What was the impact of your actions?
2. Engage in facilitated discussion / conversation (*facilitated by Leadership Coach*) **25-30 mins**
 - a. Possible Guiding Questions for Discussion
 - Where are you in the Improvement Cycle
 - What did you do from the last LCA (Survey) and what do you think the impact was?
 - Set intentions for meeting -
 - What's your next step today?
 - What do you need to learn, what do you need to do?
 - Select which Coaching Session to attend based on reflection and discussion

Carver • Bogdan • Cassinelli • Manning • Ruley • Van Sickle • Wharton	McKenzie • Blunt • Carter • Keeler • King • Snowden • Spencer	Richards • Alexich • Gambrel • German-Howe • Giraud • Lee • Wood
Shepherd • Ayon • Coombe • Greco • Kermen • Krulder • McKay • Johnson	Southwick • Dupras • Gantenbein • Klimek • McCammond / Gerry • Nordstrom • Pietak	Spencer • Benz • Ortiz • Sigel • Spangler • Turri • Valim
Tyler • Burton • Chang • Kitchen • Massa • Nielsen		

Improvement Science Coaching Session

Outcome

- Continue to learn about Improvement Science tools
- Apply the tool(s) in the context of your PLC and PoP

Process

1. Refer to the [Understanding the Continuous Improvement Tool and Protocol Reference Guide](#)
2. Select which Coaching Session to attend based on reflection and discussion
 - b. [Root Cause Analysis - Fishbone Diagram](#)
 - i. Team needs to identify root causes of your PoP
 - ii. Team needs to identify possible changes for improvement
 - c. [Change Practices/ Theories and Driver Diagrams](#)
 - i. Team needs to identify drivers that can lead to change
 - ii. Team needs to articulate what will be different as a result of changes that lead to improvement
 - d. [Plan for PDSA and Data](#)
 - i. Team has analyzed their drivers and has an objective
 - ii. Team has made predictions re: outcome of your Small Test of Change
 - iii. Team has identified the who, what, where, when for your cycle
 - iv. Team has a plan for data collection
 - e. [Data Collection and Analysis](#)
 - i. Team will use your plan for data collection to document observations and record data
 - ii. Team is ready to analyze your data against your Team's predictions
 - iii. Team is ready to summarize the results of your Small Test of Change
 - iv. Team is ready to discuss changes, refinements, adaptations to engage in another PDSA

Some Notes About the Coaching Session

- This is a time to receive coaching support based on your needs
- You will be coached to apply the tools in the context of your PLC and PoP. The coach in each session will employ
 - Questioning
 - Reflection strategies
- This session is not a lecture

PLC Team Improvement Science Pathways

Essential Question:

- How do we collectively transform education to improve access, opportunity and inclusion, especially for students who are historically underserved, so that they can thrive?

Equity Lasik:

- Where does equity live in our PoP? What does equity look like and sound like in our PoP?

Improvement Science Pathway	For Your Team If...	Outcome/s: Process & Product
<u>PoP</u> <i>As a Team, have we developed a concise and shared understanding of our PoP?</i>	continued clarity about Improvement Science is needed your Team's PoP is too big to tackle you need to make your PoP actionable you would like outside facilitation from Abeo to get started	equity clarity and consensus amongst our Team about our PoP manageable, actionable and concrete PoP Product Succinctly-Articulated PoP Statement
<u>Refine Equity-Centered PoP</u> <i>As a Team, have we developed a PoP that interrupts inequities?</i>	your Team's PoP is not equity-centered you need a shared understanding of equity to make your PoP equity-centered	equity clarity and consensus amongst our Team about our PoP being equity-centered Product Succinctly-Articulated Equity-Centered PoP Statement
<u>Root Causes</u> <i>As a Team, have we identified the root causes of our PoP?</i>	your Team needs to identify root causes of your PoP your Team needs to identify possible changes for improvement	develop a shared "good enough" understanding of the root causes of our PoP Product Fishbone Diagram OR Other Root Cause Analysis Tool
<u>Develop a Theory of Action (ToA)</u> <i>As a Team, do we have a hypothesis about what will happen when a set of strategies is implemented.</i>	your Team needs to identify drivers that can lead to change your Team needs to articulate what will be different as a result of changes that lead to improvement your Team needs to understand and develop a Theory of Action related to the root causes	develop a shared "good enough" understanding of the drivers that can lead to change Products Drivers Diagram Theory of Action Statement
<u>Identify a Small Test of Change</u> <i>As a Team, have we identified a change we can make that will</i>	your Team needs to revisit your Theory of Action to come to agreement on your Small Test of Change	begin to design our small test of change.

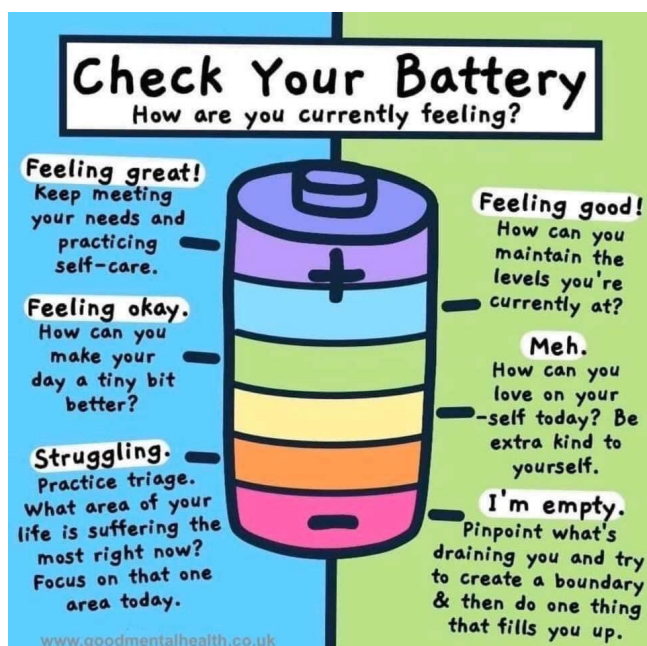
result in an improvement?		Winter Institute Benchmark Product PDSA Outcome Statement
Engage in a PDSA Cycle <u>PLAN</u> <i>As a Team, have we identified an objective for our Small Test of Change with clarity re: who, what, where and when for our cycle? Do we know what data we'll collect during our cycle?</i>	your Team has an objective your Team has made predictions re: outcome of your Small Test of Change your Team has identified the who, what, where, when for your cycle your Team has a plan for data collection	identify the who, what, where, when of our cycle predictions made for outcome with a plan for data collection Winter Institute Benchmark Product Clear Plan for Implementation Clear Plan for Data Collection
Engage in a PDSA Cycle <u>DO</u> <i>As a Team, are we ready to carry out our plan? Are we prepared to document observations and record data?</i>	your Team is ready to carry out your plan your Team will use your plan for data collection to document observations and record data	ready for implementation Winter Institute Benchmark Product Clear Plan for Implementation Clear Plan for Data Collection
Engage in a PDSA Cycle <u>STUDY</u> <i>As a Team, do we have enough data to analyze to summarize the results of our Small Test of Change?</i>	your Team is ready to analyze your data against your Team's predictions your Team is ready to summarize the results of your Small Test of Change	analysis of data summarize and reflect on the findings Winter Institute Benchmark Product Data Summary of Findings
Engage in a PDSA Cycle <u>ACT</u> <i>As a Team, do we have an understanding of our results to determine our next steps?</i>	your Team is ready to discuss changes, refinements, adaptations to your plan to engage in another cycle of inquiry	develop a shared understanding of the impact of our Team's Small Test of Change Winter Institute Benchmark Product Adoptions & Adaptations Documented

Digital Toolbox: Improvement Science

Optimistic Closure

Return to the Battery Check

- Where are you now?
- How will your current level impact your coming work?



Coming Up . . .

January 31 and February 1, 2022 (3:00-6:00 PM each day)

Winter Institute Agenda Overview January 31 and February 1 (3:00-6:00 each day)

January 31, 3-6pm	February 1, 3-6pm
Welcome	Welcome
Inclusive Opener	Inclusive Opener
Equity Panel (case studies of equity work in action) • Networking ◦ Random breakouts for structured dialogue ◦ Reflection and discussion based on panels ◦ Application of learning and reflection - implications	Consultancies <i>NOTE: Teams will be communicated with ahead of time re: which Teams will be partnered for Consultancies</i> • Share Team's Continuous Improvement progress using the PoP Story Deck template • Consultancy Presentations ◦ Around a concrete dilemma that's getting in the way of progress OR ◦ A question for feedback on a plan and/or ideas that your Team would like some support with
Specific Content Learning • Choose Your Own Learning Adventure ◦ Various facilitated content-specific 60-minute breakout sessions	
Team PLC Time • The Day's Learning - share panel and content learning AND/ OR • February 1 Consultancy Prep: PoP Story Deck ◦ Final preparations ◦ Walk through / rehearse	PLC Time • Discuss learning and feedback from Consultancy • Application of learning and feedback for next steps - implications
Optimistic Closure	Optimistic Closure
	Reflection and Feedback

Survey

1. Reflection Survey for January 10, 2022

References

- [Digital Toolbox](#)
- NorCal ELC
 - [NorCal website](#)
 - [Professional Learning Structures and Schedule of Events](#)
 - [NorCal ELC Facebook Page](#)
- [Abeo School Change website](#)
- [Carnegie Foundation Website](#) for more information on Improvement Science
- Professional Standards Documents
 - [Quality Professional Learning Standards](#) (QPLS)
 - [California Professional Standards for Education Leaders](#) (CPSEL)
 - [Greatness by Design](#)

NorCal Leadership Coaches and Abeo Support

- When questions arise, please contact your NorCal Leadership Coach and/or Abeo Coach.
 - Emails are linked for you

Team Carver	Team McKenzie	Team Richards	Team Shepherd	Team Smart	Team Southwick	Team Tyler
Allan Carver	Kim McKenzie	Kenny Richards	John Shepherd	Jeanette Spencer	Jim Southwick	Kendra Tyler
Travis Davio	Chris Hoyos	Travis Davio	Holli Hanson	Chris Hoyos	Kevin Shrum	Kevin Shrum

Meeting Dates and Events for 2021-2022 School Year

Date	Hours	Event Type / Learning Commitment (<i>Synchronous</i>)
June 28, 2021	9-12AM	Summer Leadership Institute (*This event is two 6-hour days)
June 29, 2021*	1-4PM	
September 13, 2021	3PM	Meet & Greet during Leadership Coach Academy 1
September 13, 2021	3-5PM	Leadership Coach Academy 1
September 27, 2021	3-5PM	Regional Teams PLC 1
October 11, 2021	3-5PM	Leadership Coach Academy 2
October 25, 2021	3-5PM	Regional Teams PLC 2
November 8, 2021	3-5PM	Leadership Coach Academy 3
November 29, 2021	3-5PM	Regional Teams PLC 3
December 13, 2021	3-5PM	Leadership Coach Academy 4
January 10, 2022	3-5PM	Leadership Coach Academy 5
January 31, 2022	3-6PM	Winter Leadership Institute (*This event is two 3-hour days)
February 1, 2022*	3-6PM	
February 14, 2022	3-5PM	Leadership Coach Academy 6
February 28, 2022	3-5PM	Regional Teams PLC 4
March 14, 2022	3-5PM	Leadership Coach Academy 7
March 28, 2022	3-5PM	Regional Teams PLC 5
April 11, 2022	3-5PM	Leadership Coach Academy 8
April 25, 2022	3-5PM	Regional Teams PLC 6
May 9, 2022	3-5PM	Leadership Coach Academy 9
May 23, 2022	3-5PM	Regional Teams PLC 7
June 13, 2022	3-5PM	Leadership Coach Academy 10
June 27 - 28, 2022*	9-12AM 1-4PM	Summer Leadership Institute (*This event is two 6-hour days)

Understanding By Design (UBD) Plan for NorCal ELC 2021-2022

Overarching Goal

To build capacity of school leaders to better support the work of educators at their sites, thus positively impacting student achievement and social-emotional well-being.

Enduring Understandings

Equity is at the core of transformational work, not an additional component.

Transformational leadership is a key driver to school and district continuous improvement.

Knowing the desired outcomes and the evidence of impact guides transformational work.

Leveraging resources in a network of practice develops leadership capacity at all levels to sustain transformational work.

Essential Question

How do we collectively transform education to improve access, opportunity and inclusion, especially for students who are historically underserved, so that they can thrive?

Objectives (outcomes)

- Increase school leader effectiveness to transform schools through research-based high leverage practices that distribute decision-making and enhance educators' expertise to boost academic and social-emotional learning.
- Increase school leaders' capability to apply systematic data-driven approaches and tools for collaborative, collective, continuous school improvement.
- Increase school leaders' ability to establish and maintain an equity-centered school culture that maximizes the potential of every student.
- Develop a model, infrastructure, and regional network for coaching and mentoring school leadership teams in districts and schools.
- Collaborate with educational agencies to establish ongoing professional learning institutes for school leaders that will sustain and expand the impact of the 21CSLA program beyond the grant funded period.

Tech Support

Technology challenges are inevitable. We are problem solvers and will operate with grace and patience to ensure tech is on our side. To help along the way, refer to some of the common questions that come up about Zoom and Breakout Rooms.

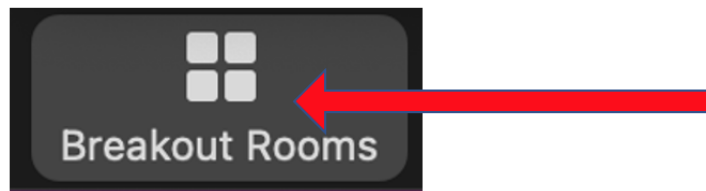
It is crucial to have the most up-to-date version of Zoom. This is especially important for you to be able to join different Breakout Rooms throughout the two-day Summer Institute.

Breakout Rooms

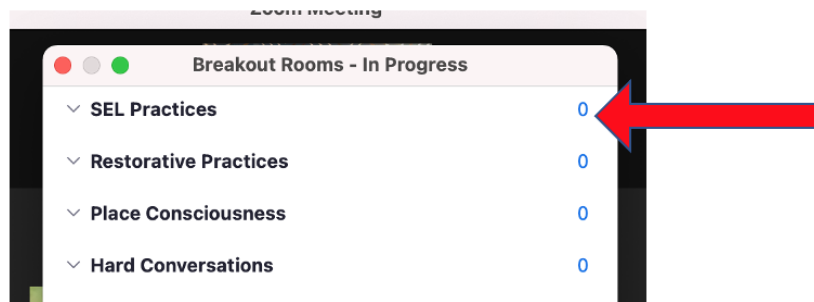
JOINING A BREAKOUT ROOM

To join a specific Breakout Room, follow these steps:

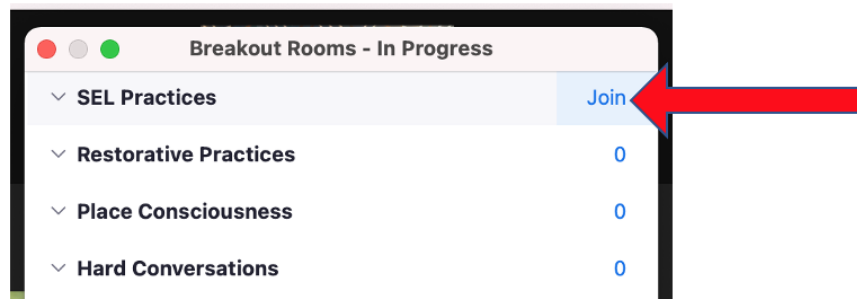
- Click on “Breakout Rooms” at the bottom of your Zoom screen.



- Hover over the number next to the Breakout Room you want to join.



- The word “Join” will appear. Click on “Join”.

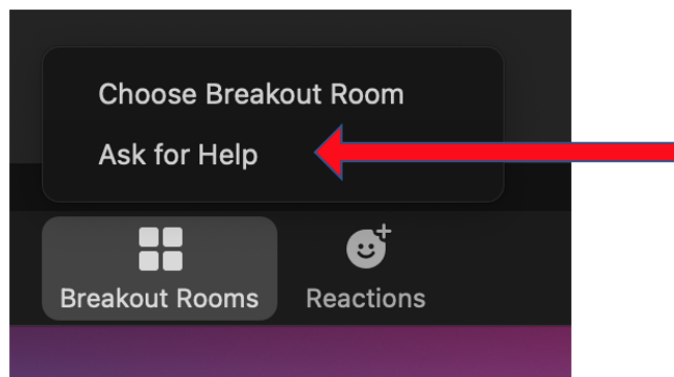


- If you are unable to click on “Breakout Rooms” or it is not working, please enter in the chat the specific Breakout Room you are wanting to join. We will assign you to that room. Thank you for your patience.

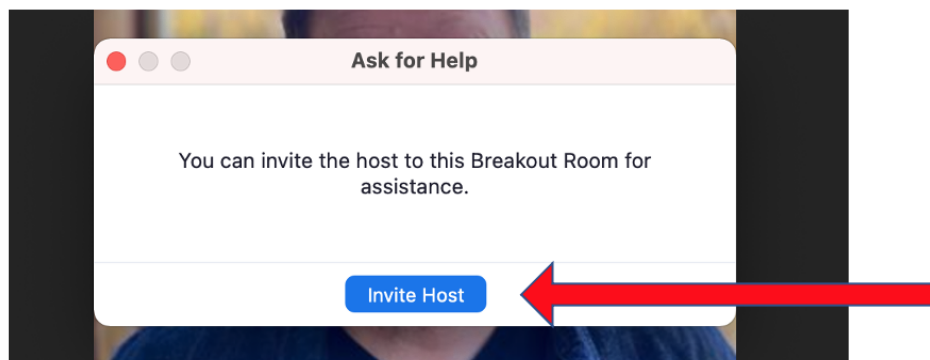
NEEDING SUPPORT IN A BREAKOUT ROOM

If you need support when you are in a Breakout Room, follow these steps:

- Click on “Breakout Rooms” at the bottom of your Zoom screen.
- Click on “Ask for Help”



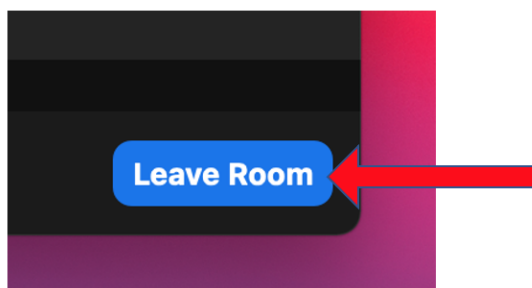
- Click on “Invite Host”



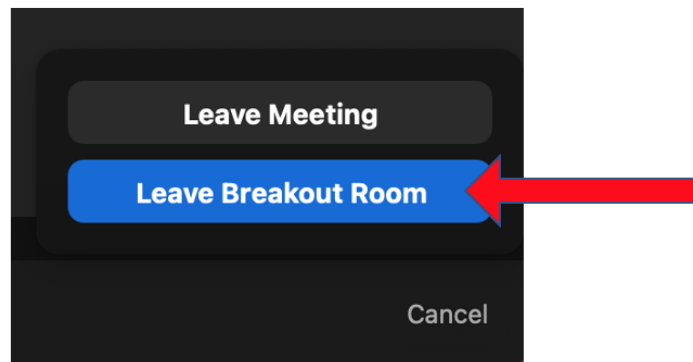
LEAVING A BREAKOUT ROOM

To leave a Breakout Room, follow these steps:

- Click on “Leave Room” in the lower right hand corner of your Zoom Screen.



- Click on “Leave Breakout Room” to exit the room. You will be back in the main Zoom room.



- Clicking on “Leave Meeting” will cause you to exit the meeting completely.