



## **Overview of [NorCal ELC Program](#)**

### **Mission**

The mission of NorCal ELC is to provide high-quality professional learning and support for school and teacher leaders in the eleven northernmost counties of California, the Shasta Region. We develop leadership knowledge and skills, promote continuous improvement systems, and connect educators with tools and resources for addressing equity-centered problems of practice to ultimately lead to better outcomes for children and youth in our largely rural region.

### **Professional Learning Commitments Schedule/Calendar**

Welcome by Dr. Kotar

Commitments by Role (Teams Program: Team Lead & Team Participant)

Calendar by Date/Event Type

*Be sure to calendar all learning sessions and institutes. Calendar invites with Zoom information will be sent prior to the learning sessions.*

## Program Expectations

- Attendance and full engagement at all sessions and coaching sessions is expected.  
[PLEASE LET COACHES KNOW IN ADVANCE IF YOU HAVE ANY SCHEDULING CONFLICTS](#)
- Identification of team to work with on an improvement project during the course of the year.
- Completion of all readings, assignments, and project work.
- Participants should allocate 1-3 hours per month between NorCal ELC facilitated sessions to work with their team and complete work.
- All expectations to be fulfilled to receive stipends.

## Core Documents

- Continuums
  - [Leadership](#)
  - [Team Development](#)
  - [Equity](#)
  - [Continuous Improvement](#)
- [Continuums Overview](#)
- [NYC Improvement Science Handbook](#)
  - Phase 1 - Analyzing
  - Phase 2 - Creating a Theory
  - Phase 3 - Testing
  - Phase 4 - Measuring
  - Phase 5 - Scaling

## Coaching

You will be matched with a coach who will support you and/or your team with your leadership reflections, improvement projects and program expectations throughout the programmatic year. Team leads will have monthly coaching. These will be scheduled with your coach once the coaching assignments have been finalized.

## PROGRAM MATERIALS

Program materials will all be housed at Abeo School Change's Digital Toolbox linked [here](#).

## OVERVIEW OF LEARNING SESSIONS AND ACTION PERIODS

| TRIMESTER 1                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>INTRODUCTIONS TO CONTINUUMS (Leadership, Teams, Equity, Continuous Improvement)</b><br><b>GOAL DEVELOPMENT</b><br><b>TEAM BUILDING</b><br><b>INTRO TO IMPROVEMENT SCIENCE FRAMEWORK</b><br><b>ANALYZING (PHASE 1)</b><br><b>CREATE A WORKING THEORY OF IMPROVEMENT (PHASE 2)</b><br><b>PRESENT TO STAKEHOLDERS</b> |
| TRIMESTER 2                                                                                                                                                                                                                                                                                                           |
| <b>IMPROVEMENT PROJECT TESTING CHANGES (PHASE 3)</b> <ul style="list-style-type: none"><li>• Plan, Do, Study, Act (PDSA) Cycles</li></ul>                                                                                                                                                                             |
| TRIMESTER THREE                                                                                                                                                                                                                                                                                                       |
| <b>MEASURING YOUR PROGRESS (PHASE 4)</b><br><b>SCALING AND SHARING (PHASE 5)</b><br><b>GOAL REFLECTION AND SHARING</b>                                                                                                                                                                                                |

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### **CONTACT INFORMATION:**

- For general questions about the Program contact Dr. Kotar ([mkotar@csuchico.edu](mailto:mkotar@csuchico.edu)) or Dr. Gulbransen ([mgulbransen@csuchico.edu](mailto:mgulbransen@csuchico.edu))
- For questions about applications, stipends, attendance, etc. contact Anina Berman ([laberman@csuchico.edu](mailto:laberman@csuchico.edu))