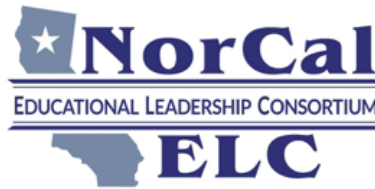


Resource Page - NorCal ELC - PLC Y2-S1

Knowing the Why of the Grant

September 27, 2021

3:00-5:00



[Zoom Recording of Whole Group session](#) - Passcode: ^q%5Qt@R

Inclusive Opener

OUTCOME: Get to know those around you and make a human connection.

Instructions

In random breakout rooms of 5, each participant will take two minutes to do the following:

1. Introduce yourselves (Name, Role, Location).
2. Reflect on and share your thoughts with your colleagues.
 - ***What's "on top" for you today?***
 - Take a moment to think about what is on your mind, in your heart, and resting on your shoulders.

Be mindful of time and equity of voice.

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 Question

- What's our role as a Team and my role as a Team member in transformational work within a system?

Outcomes

- Understand the purpose of the Grant
- Understand the importance of a Network and begin to build a Network
- Understand role as a Team and Team member in our PLC

Making Connections to Clarify Purpose

Process

- **Read/Review** the Essential Question and the 21CSLA Grant Objectives
- **Identify** a connection between them
- **Post** a thought/idea in the chat where you see a connection

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?*

Grant Objectives: The overarching goal of NorCal ELC is to build capacity of school leaders to better support the work of educators at their sites, thus positively impacting student achievement and well-being.

- 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 well-being.
- 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

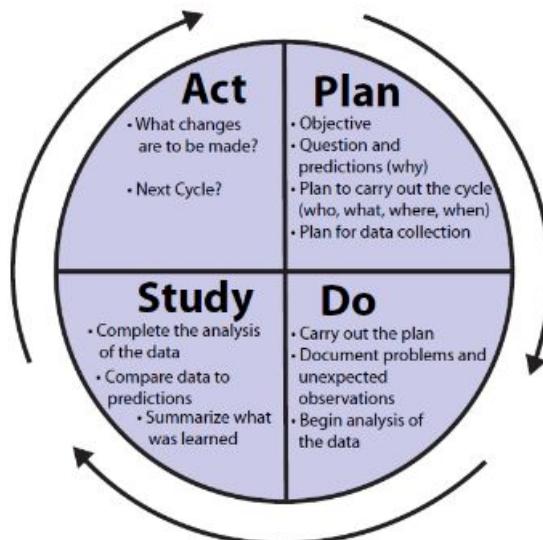
What's Our Role as a Team and My Role as a Team Member in Transformational Work Within a System?

Team Lead Role	PLC Team Member Role
Attends all Leadership Coaching Academies (LCAs), Regional PLCs and Winter/Summer Institutes	Attends all Regional PLCs, other PLCs and Winter and Summer Institutes
Team facilitator - Responsible for facilitating PLC meetings	Active participant in all Team events
Lead learner - Responsible for engaging in LCAs and bringing learning and processes to PLC team.	Collaborative learners - Responsible for full team participation
Communicator of learning and technical content to your team	

Differentiated Learning Paths and Outcomes (approximately 70minutes)

COHORT 2	COHORT 2
<p>Path A (proposed agenda from LCA) <i>What Is Improvement Science?</i></p> <p>Path A is for your Team if:</p> <ul style="list-style-type: none"> • your Team needs more clarity about Improvement Science • not everyone on your Team knows your Team's PoP 	<p>Path B <i>What is Improvement Science?</i> <i>- Facilitated -</i></p> <p>Path B is for your Team if::</p> <ul style="list-style-type: none"> • your Team needs more clarity about Improvement Science • you would like outside facilitation from Abeo to get started • not everyone on your Team knows your Team's PoP"
<p>Text-Based Discussion</p> <ul style="list-style-type: none"> • "Improvement Discipline in Practice" (12mins) • Protocol Discussion <ul style="list-style-type: none"> ◦ Knew, New, Renew (15mins) <p>PoP-Based Discussion</p> <ul style="list-style-type: none"> • Lead a discussion of your PoP using the following Guiding Q: <ul style="list-style-type: none"> ◦ What specifically are we trying to accomplish? <p>Team PoPs Cohort 2</p>	<p>Facilitated Text-Based Discussion</p> <ul style="list-style-type: none"> • "Improvement Discipline in Practice" (12mins) • Protocol Discussion <ul style="list-style-type: none"> ◦ Knew, New, Renew (15mins) <p>PoP-Based Discussion</p> <ul style="list-style-type: none"> • Lead a discussion of your PoP using the following Guiding Q: <ul style="list-style-type: none"> ◦ What specifically are we trying to accomplish? <p>Team PoPs Cohort 2</p>

The PDSA Cycle for Learning and Improving



Differentiated Learning Paths and Outcomes (continued)

COHORT 1 / COHORT 2

Path C

What Is The “Why” of Our PoP?

Path C is for your Team if:

- not everyone on your Team has a shared understanding of the PoP and its “why”

Text-Based Discussion

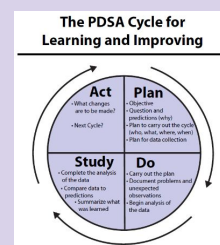
- Read one of the following articles
 - [Change Management: Identifying a Problem of Practice](#) OR
 - [Problems of Practice: The Necessary Steps](#) (Note: Language slightly different than PDSA Cycle)
- Protocol Discussion
 - [Knew, New, Renew](#)

AND/ OR

PoP-Based Discussion

Team Lead Role - Timekeeper and facilitator of process:

- equity of voice
- task focus
- elicit note taker



Silent Independent Reflection (2mins)

- Off the top of your head, write what you think is our Team’s PoP statement.
 - Write 1 concise statement.

Share out in Rounds (30secs/person)

- Each Team member shares out what they wrote the PoP statement to be.

Team Discussion and Collaborative Work

- After hearing all PoP statements, are we all on the same page with our Team PoP statement?
 - Use the following criteria to discuss and evaluate our PoP statement.
 - Clear and Concise?
 - What **specifically** are we trying to accomplish?
 - Goal Oriented?
 - How will we know that a change is actually an improvement?
 - Is it actionable? How?
 - Is it measurable? How?
 - Meaningful?
 - Will it result in an improvement? What improvement?
 - Have you met the criteria?
 - If YES, move on to the consensus on 1 working PoP statement for the Team
 - If NO, what’s your sticking point?
 - Reach out for support from your NorCal Leadership Coach or Abeo Coach.
- Come to consensus on **1 working PoP statement for the Team**
 - Now that you have an agreed-upon PoP statement:
 - Collaboratively turn your PoP statement into an Inquiry Question.
 - Team crafts 1 inquiry question (turn statement into inquiry Q).
 - Come to consensus on **1 inquiry question for Team**.

Team PoPs [Cohort 1](#)

COHORT 1

Path D

What Did We Learn From Engaging in Our PoP Last Year? Where Are We Now and Where Are We Going Next?

Path D is for your Team if:

- your Team has worked together on your PoP already

PoP-Based Reflective Dialogue

- [Small Test of Change Template](#)
 - Focus the dialogue on **Study & Act**

AND/ OR

PoP-Based Reflective Dialogue

Team Lead Role - Timekeeper and facilitator of process:

- equity of voice
- task focus
- elicit note taker

Independent Written Reflection (2 mins)

- What comes to mind about our work last year?
 - Jot down your thoughts.
 - Be prepared to share with the group.

Team Discussion

As a team, challenge yourselves to reflect on your work from last year, both the PoP/ Small Test of Change and how you functioned as a collaborative team in order to go deeper this year.

- The facilitator leads a discussion grounded in the reflection prompts below.
- After your reflection on your work from last year, in a **Go-Around**, have each person share 1 “Hope” they have for the group’s work this year

Reflective Prompts to Guide Discussion

Problem of Practice (PoP)

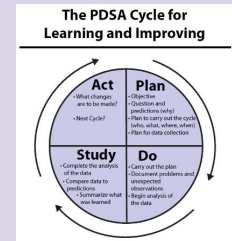
- What specifically did you hope to accomplish last year? What change did you want to introduce?
- What did you accomplish last year?
- What evidence do you have to know that your change was an improvement?
- In what ways, if any, did your implemented change interrupt equity gaps?

Collaborative Learning and Action

- What did you learn, about your team and about change implementation, through your work together last year?
- How did your work together challenge your beliefs and assumptions or deepen your thinking about issues of equity and leadership?

Looking Ahead

- How will your learning impact your approach this year? What might you need to consider that you didn’t consider last year?
- What new learning might support your processes and engagement in Year 2 of the grant?



Regional Team PLC Break Out Rooms

OUTCOME: Collaborate with your Team PLC around your Team's PoP.

Instructions

CHOOSE your Breakout Room (BoR) based on your **Team Lead's Last Name**.

OR

CHOOSE Breakout Room (BoR) **Path B** if your Team will have outside facilitation.

If you are unable to move yourself into your Team's BoR, please remain in the Main Room and identify your **Team Lead's Last Name** in the chat and you will be moved ASAP - thank you for your patience ahead of time.

BREAKOUT ROOM NAMES: Last names of Team Leads

Kermen	McKay	Wilson	Ayon
Coombe	Greco	Krulder	Keeler
King	Blunt	Carter	Snowden
Spencer	Alexich	Wood	Gambrel
Giraud	Lee	German-Howe	Nielsen
Kitchen	Masa	Burton	Chang
Cassinelli	Bogden	Manning	Ruley
Van Sickle	Wharton	Ortiz	Spangler
Benz	Sigel	Turri	Valim
McDaniel/Gerry	Dupras	Gantenbein	Klimek
Nordstrom		Path B	Lounge

Closing

"Tools do not produce change.

People produce change.

Tools can be extraordinarily important in developing the capabilities of people to accomplish things they otherwise couldn't accomplish."

[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)

Surveys

1. [Reflection survey for September 27, 2021](#)

References

- 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	Colby Smart	Jim Southwick	Kendra Tyler
Travis Davio	Chris Hoyos	Travis Davio	Holli Hanson	Chris Hoyos	Kevin Shrum	Kevin Shrum

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.

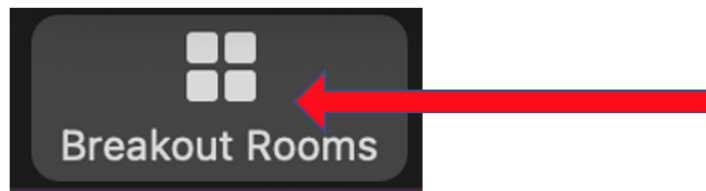
It is crucial to have the most up-to-date version of Zoom. This is especially important for you to be able to join different Breakout Rooms throughout the two-day Summer Institute.

Breakout Rooms

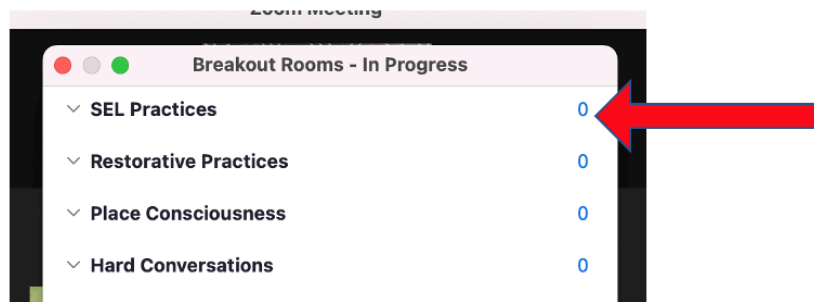
JOINING A BREAKOUT ROOM

To join a specific Breakout Room, follow these steps:

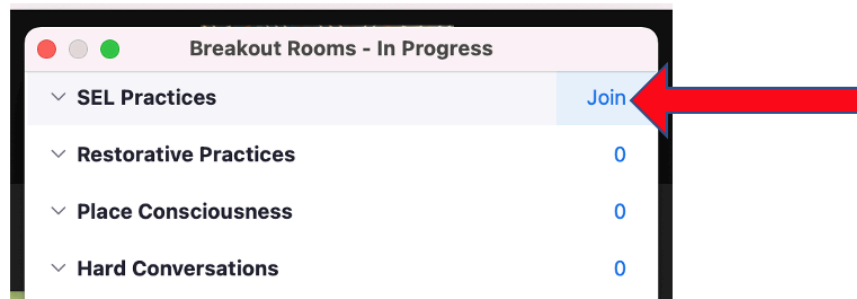
- Click on “Breakout Rooms” at the bottom of your Zoom screen.



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



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

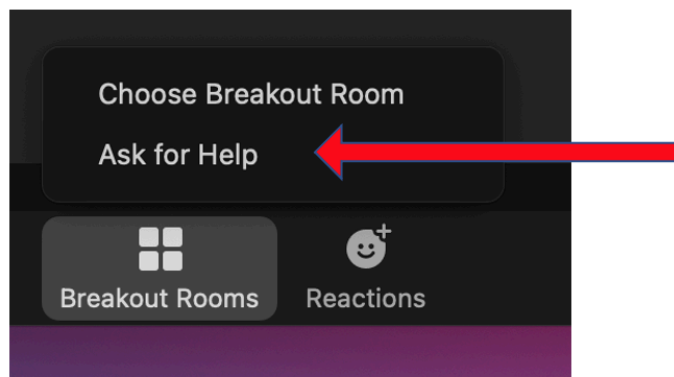


- If you are unable to click on “Breakout Rooms” or it is not working, please enter in the chat the specific Breakout Room you are wanting to join. We will assign you to that room. Thank you for your patience.

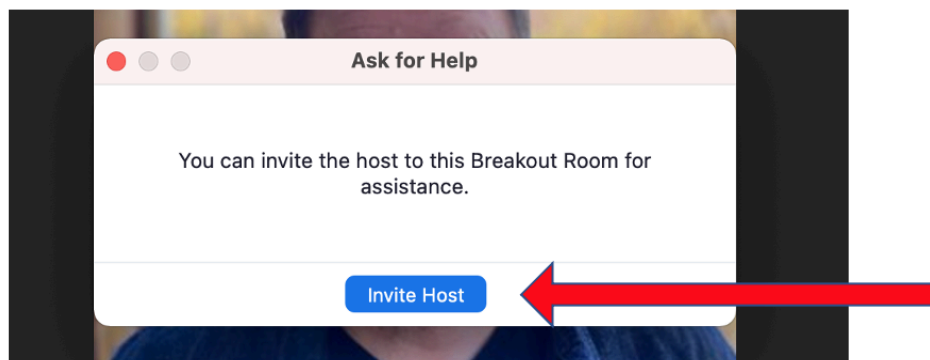
NEEDING SUPPORT IN A BREAKOUT ROOM

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”



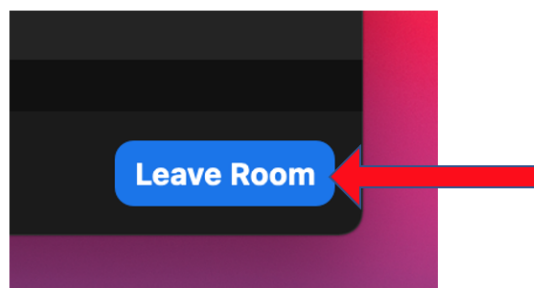
- Click on “Invite Host”



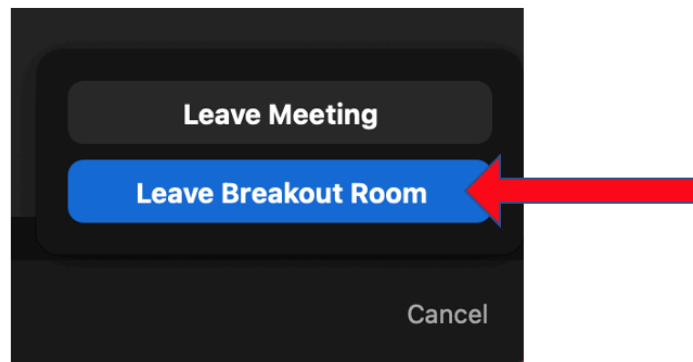
LEAVING A BREAKOUT ROOM

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.