Celebrating and Developing Florida Teacher Leaders

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Welcome
# NTC Symposium – Note Taking Guide

Celebrating and Developing Florida Teacher Leaders through the High Impact Teacher Corps and Florida Teacher LEAD Network

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<th>Notes</th>
<th>Wonderings/Thoughts/Questions</th>
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<th>Takeaways/Next Steps</th>
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What is your definition of teacher leadership?

Florida Teacher Leadership Definition

Teacher leaders develop the knowledge and skills to improve student outcomes in classrooms that are not their own.
Conscious Competence Learning Matrix

- **Conscious Competence**
- **Conscious Incompetence**
- **Unconscious Competence**
- **Unconscious Incompetence**

<table>
<thead>
<tr>
<th>Conscious Competence</th>
<th>Conscious Incompetence</th>
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<tr>
<td>Unconscious Competence</td>
<td>Unconscious Incompetence</td>
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Conscious Competence Learning Matrix

Conscious
The teacher who knows he/she is ineffective and can explain concretely and in detail why.

Unconscious
The teacher who doesn’t know if he or she is effective and could not explain why some teachers are more effective than others.

Incompetence
The teacher who is effective, but cannot explain concretely and in detail why; may attribute student achievement to being a “natural-born” teacher.

Competence
The teacher who knows he/she is effective and can explain concretely and in detail why.
Session Outcomes

• Explore strategies to effectively build teacher leadership capacity and understand the potential impacts on professional development, improved instruction and most importantly student learning
• Learn how a growth mindset supports teacher leadership
• Apply insights, learnings and next steps for developing teacher leaders
Activity
Think-Write

What are you currently doing to recognize and/or develop teacher leaders in your state, district or site?
Activity
Pair-Share

Connect with an elbow partner to share your ideas and experiences.
High Impact Teacher Corps

Corps members are teachers who are high impact according to VAM and who teach in D or F schools. The goal of the High Impact Teacher Corps is first to keep these teachers in their schools – doing good work on behalf of their students. The second goal of the High Impact Teacher Corps is to support them in having a positive effect on student outcomes in classrooms that are not their own.
District teachers of the year have an opportunity to participate in the Teacher LEAD Network. This network is a year-long professional learning experience which provides these teachers the support to develop the knowledge, skills and networks to improve student outcomes in classrooms that are not their own.
#3
Celebration of Teachers

• District Teachers of the year participate in a 2 ½ day Roundtable and Macy’s Gala where they are introduced to the FTLN.

• All high impact teachers (approximately 9,000) across the state receive a recognition letter from Commissioner Stewart. High Impact teachers at D and F schools are invited to apply to participate in the HITC.

• HITC and FTLN members are honored with Shine Awards by Florida’s Governor Rick Scott.
Beyond Recognition
Next Level of Teacher Leadership

- Honor and celebrate educators
- Leverage and expand teacher leadership
- Challenge and support teachers to impact learning beyond their own classrooms
Intended Outcomes

Improve instructional practice and student achievement

Develop conscious competence within participating teachers

Cultivate growth mindset development, implementation and strategies

Increase coaching and facilitation skills to support others’ practice

Share strategies and knowledge from the field

Serve as Florida ambassadors and teacher/student advocates
Levels of Support

1. Face-to-Face Meetings
2. One-to-One Coaching
3. On-Line Forums
4. Other Collaboration Opportunities
5. Recognition & Celebration of Successes
2016-2017 Calendar Outline

May 2016
- HITC Launch

June 2016
- LEAD Launch
- HITC F2F

July 2016
- LEAD Launch
- HITC F2F

August 2016

September 2016
- LEAD F2F
- HITC F2F

October 2016
- LEAD Coaching Calls

November 2016
- LEAD F2F
- HITC On-line Forum

December 2016
- LEAD On-line Forum

January 2017
- HITC F2F

February 2017
- LEAD Coaching Calls
- HITC In-field Coaching

March 2017
- LEAD On-line Forum
- HITC In-field Coaching
- HITC On-line Forum

April 2017
- LEAD Coaching Calls

May 2017
- LEAD F2F
- HITC F2F

F2F: in-person meetings where new skills are introduced and practiced
On-line forum: webinars where previously learned skills are reflected upon and participants have the opportunity to coach and support each other
Coaching (in-field and calls): one-on-one time with NTC coach to address specific needs of the participant

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Examples of Face-to-Face Professional Learning Content

• Roles of mentors/coaches/facilitators
• Norms, agendas and protocols
• Growth Mindset
• Coaching Stances (I-C-F)
• Leadership Styles
• Action Planning
• Coaching Cycles
• Inquiry Cycles
• Analysis of Student Work
• Effective Feedback
Building Capacity through Leadership Roles

Mentoring or Coaching
- Mentor a new teacher
- Peer coach an experienced colleague

Facilitating or Leading
- Facilitating a Professional Learning Community
- Leading a grade level team

Other
# High Impact Teacher Leader Action Plan

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<tr>
<th>Leadership Role</th>
<th>Goal/Outcome</th>
<th>Strategy</th>
<th>Evidence</th>
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<tbody>
<tr>
<td>☐ Mentor new teacher</td>
<td>☐ Facilitate PLC</td>
<td>☐ Lead grade level team</td>
<td>☐ Impact Student Learning</td>
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<tr>
<th>Challenges to Consider</th>
<th>Possible Solutions</th>
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<tr>
<th>Action Items/Next Steps (communications, strategies, structures, logistics, etc. required to fulfill your role)</th>
<th>Anticipated Timeline</th>
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<th>Questions I Have</th>
<th>Support I Need (site, district, FL DOE, NTC etc.)</th>
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#4
What can we clarify about Florida’s teacher leader programs?
Reflection Activity

- Take one minute to look over your note-taking guide.
- What are you thinking or wondering about our discussion of the Florida Teacher Leadership programs?
- Have a stand-up meeting with a colleague from another table to discuss your thoughts.
Importance of Mindset
In your own words what is a growth mindset?
Growth Mindset Clarity

We often hear:

- Working hard
- Having high expectations
- Persisting through challenges
- Belief in achieving a goal

This is not a growth mindset

Growth Mindset is the understanding that we can develop our abilities.
Growth Mindset and Teacher Leadership

Book Study: *Mindsets* (Dweck)

Speakers: Eduardo Briceno, Brian Dassler

Twitter Town Hall #flmindset

Incorporated into all learning supports

Leadership Action Plans
Application, Reflection & Closure
Activity
Give One – Get One

Move around the room, finding partners. Exchange just one idea with each new partner.

Record new ideas as you gather them from each partner.

When you finish gathering ideas, please return to your table.
Learnings – Challenges – Next Steps

• More focus on specific outcomes
  • Clearly identify what success looks like
• Define action plan expectations
  • Potential to reduce the number of choices
• More engagement with districts and principals
  • Communicate more regularly
• Additional 1:1 coaching
  • Earlier connection with coach for High Impact members
• Increased participation
• Districts and local education foundations
  • Support these entities in replicating or creating similar programs to expand capacity
Reflection Activity
Inspire & Aspire

• How has this session helped deepen your thinking about teacher leadership?
• What ideas inspired you?
• To what do you aspire?
#6