



Welcome

**Please write your
name, building and
district on
8 notecards!**

Growing Capacity And Educator Efficacy by Establishing Systems

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Hello!



Laurie Hillebrand, Principal
Pleasantview Elementary



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Assistant Superintendent



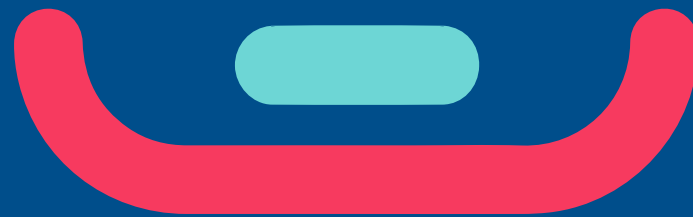
**Collective Teacher Efficacy is the
collective belief of the staff of the
school/faculty
in their ability to positively impact
students.**

<https://visible-learning.org/2018/03/collective-teacher-efficacy-hattie/>

Objectives

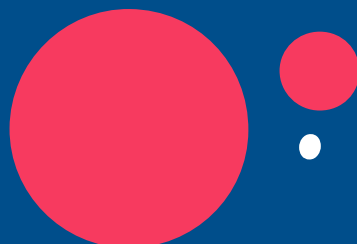
- Grow and Improve Your Systems.
- Clarity of Principal Practices that work!
- Build your network of educational leaders.
- Build Leadership Teams to increase teacher capacity and efficacy.
- Make a Collaborative Culture where staff grow together!





When teachers learn and implement new practices, students benefit. In other words, students get better when teachers get better. When teachers come to think, know, understand, and practice differently in a demonstrable area of student learning needs, student achievement is positively impacted.

(Katz, Dack, & Malloy, 2017).



— Irene M. Pepperberg

Layers of Systems



Teacher Collaboration



Leadership Teams



Individual Growth



Setting Goals



Monitoring Progress

Layers of Systems

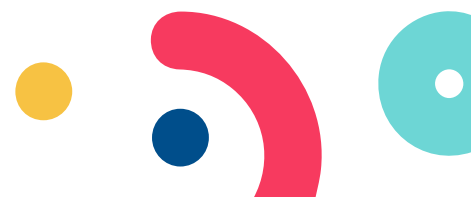
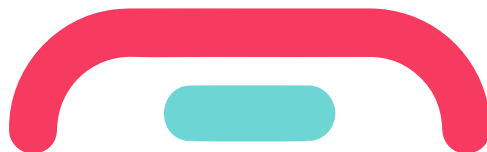


Purpose: Student achievement, planning and adjusting instruction to meet all students' needs, instructional practice

4 Questions?

- What do we want our students to know?
- How will we know if they learned it?
- What will we do if they don't?
- What do we do for those that have mastered the learning?

Frequency: Weekly Teacher Collaborative Time



Layers of Systems

Building Leadership Team or School Improvement Team

BTN

Purpose: What is happening with student achievement? (PLC, SST, Data) How are we doing on our school improvement plan?

Frequency: Minimum Monthly Meeting

Who: Representation from building, 1 per grade level or PLC, Support Staff, respected teacher leaders



Layers of Systems

Teacher Evaluation

Purpose: Rubric for growing professional practice (Danielson, 5 D, etc.)

Setting a standard for high quality instruction and learning

Teacher goal setting!

Common language



Evaluation

Frequency:

Depends on teacher and building goals.

Weekly Walkthroughs-Weekly Feedback per teacher!



Layers of Systems

School Improvement Planning

Purpose: Set realistic goals that are measurable and attainable (SMART)

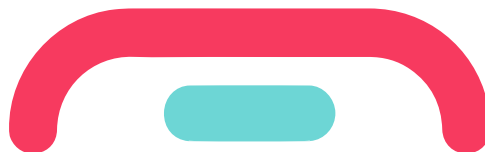
Planning resources to meet goals

Who: School Improvement Chair, Principal, Leadership Team



Frequency:

Quarterly or Monthly



Layers of Systems

Performance Management – Regular Data Meetings

Purpose: Accountability for progress in other systems.

PLC, BTN, Evaluations, School Improvement Planning,
Individual Student Success

Frequency: District Level Reporting Monthly OR
Building sets up a regular monitoring

Data



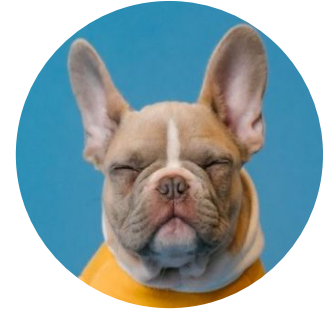
Principal Practices



Give one to Get one-activity

Write your best tips, hacks and tricks!

Review 8 Principal Practices that you can put into action.
Write your best resources, tips, tricks, etc.



Share - after we write we share!

2 Minutes with 8 partners to share best practices- swap cards



Bring Learning Back

Return to your home table! Bring back 8 new ideas for how other principals/leaders live their practices.



1

Set Meetings

2

Keep
Schedules

3

Feedback

4

Grow Leaders



Building Teams



6

Testing Thinking

7

Be a Master
Teacher

8

Feeding Teachers

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Resources

Leverage Leadership 2.0

Cognitive Coaching

Danielson

Learning By Doing

Onward

18 Things Great
Principals do

Adaptive Schools

Crucial Conversations





Thank You

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Credits.

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