

The need to evolve

"If we teach today's students as we taught yesterday's, we rob them of tomorrow."

-John Dewey

The need to evolve

- For students
- For teachers
- For leaders

For equity and social justice

"I believe that education is the civil rights issue of our generation. And if you care about promoting opportunity and reducing inequality, the classroom is the place to start. Great teaching is about so much more than education; it is a daily fight for social justice." - Arne Duncan

Personalized Competency Based Education

"A rose by any other name..."

- Mastery learning
- Personal mastery
- Performance-based learning
- Standards-based learning

Personalized
Competency
Based Education
Systems

PCBE



Traditional

Industrial

- Teacher Centric
- Time is the constant and learning the variable
- Textbook driven

Personalized Competency-Based Education

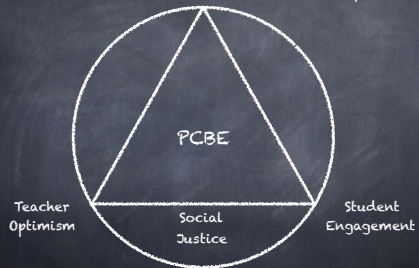
- Student focused
- Learning is the constant and time the variable
- Driven by the needs of the learner

Foundational pieces

- A guaranteed and viable curriculum
- Priority Standards
- Proficiency Scales
- Assessments

The Evolutionary Triad

Transformational Instructional Leadership



Transformational vs. Instructional Leadership

Transformational Leadership

- Initiating direction
- Building a clear vision
- Establishing goals
- Setting high performance expectations

"...a process that changes and transforms people. It is concerned with the emotions, values, ethics, standards, and long-term goals and includes assessing followers' motives, satisfying their needs, and treating them as full individuals."

-Peter G. Northouse

Instructional Leadership

- Focus on learning first
- Believe all learning is a direct response to the actions of leaders and teachers in a school

"...instructional leaders serve as the school's educational visionaries who must offer expertise and guidance to teachers to ensure all students learn at the highest level possible."

-Mike Ruyle

We need both!

Ethical Leadership

- This is not easy...
- Leaders must be committed to changing the inadequacies in the system
- Learn, connect, commit

"...paying attention in a particular way: on purpose, in the present moment, and nonjudgementally."

-Jon Kabat-Zinn

Mindful Leadership

- Mindful Leaders better navigate the daily stresses of life, and can help students and teachers do the same

Extreme Ownership

- Success begins, and ends, with you
- No excuses
- Assuming personal responsibility for success or failure

Implications for Practice

Be the face of the evolution

- Visibility
- A consistent vision
- Outreach

Shape the culture

- ◉ A shared belief that creates a sense of community and cooperation

Bring the energy

- ◉ Become an optimizer
- ◉ You are the catalyst for evolution

Have your finger on the school's pulse

- ◉ This requires situational awareness

Establish administrative collaborative team

- ◉ You can't do this alone, you need a team...

The Optimistic Teacher

Collective Efficacy

- The collective perception that the work we do has a positive impact on student achievement.

Faculty Trust

- Trust is all about being vulnerable...
- The attitudes and actions of teachers, students, and parents

Academic Emphasis

- Expectations in regard to student achievement and excellence

Teacher optimism and PCBE

A positive feedback loop

- Academic Emphasis
- Faculty Trust
- Collective Efficacy

Implications for Practice

Understanding resistance to change

- First, realize this is normal
- We don't know what we don't know,
and that can be intimidating

Providing time

- To shift thinking and mourn
- To collaborate and learn
- Manage the bureaucracy

Reallocating resources

- "The main thing is to keep the main thing the main thing." - Steven Covey

Be involved in developing CIA

- Roll up your sleeves and get deeply into the work
- Don't simply delegate, be actively involved in the learning

Culture

- Be ready to provide support

Observation and Demos

- Demonstration classrooms
- Peer observation

Student Engagement

Factors that influence

- Hope
- School climate and a sense of belonging
- Intrinsic motivation

Student Engagement and PCBE

Personal connection and mentoring

- The power of relationships
- The opposite of the herd mentality

Higher expectations

- Students will rise, or fall, to the bar that is set for them
- Reciprocal effects model

A different view of grades and assessment

- Changes the focus from points to learning
- Expectations are clear

Leadership Implications

Understanding student pushback

- This is new for them too!
- Student who have learned to play the game may struggle

Setting high expectations

- Buzzword Bingo!
- Do you and your staff believe all students can learn?
- Remember there is a student behind every data point

Communicating learning

- The power of proficiency scales...

Opportunities for student choice

- PCBE the learner is the driver and the curriculum is the vehicle
- From compliance to ownership
- The personalized in PCBE

Like Me

For equity and
social justice

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