Leadership Team Support of Practice Routines

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Acknowledgments

The content for this training day was developed based on the work of:

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- Dr. Angela Telfer - Director Woods Edge Learning Center
- Dr. Travis Thomsen – Principal Portage North Middle School

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Purpose

- The purpose of this brief module is to provide guidance for school leadership teams in supporting and advancing the use of the powerful practice routines Dr. Archer outlined in her webinar.

Agenda

- 1.0 A Brief Review of Practice Routines

- 2.0 Installation and Initial Implementation of Practice Routines

- 3.0 Ongoing Implementation of Practice Routines

- 4.0 Great Resources

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1.0 A Brief Review of Practice Routines

"Practice does not make perfect, **but** perfected practice makes perfect and permanent" – A. Archer

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Practice Routines that Work

- Deliberate Practice (ES=0.79) is a special kind of practice that is purposeful, systematic, and requires teacher clarity (ES= 0.75)

- Retrieval Practice is the act of recalling information from memory (ES= 0,54, 0.73) https://www.learningscientists.org/blog/2016/6/23-1

- Spaced Practice is the act of spreading out practice over time (ES=0.60) https://www.learningscientists.org/blog/2016/7/21-1

Effect sizes (ES) from Hattie meta-analysis unless noted: https://visible-learning.org/wp-content/uploads/2018/03/VLPLUS-252-Influences-Hattie-ranking-DEC-2017.pdf

Supporting Practice Routines at the School Level

- As with most new learning intended for teachers to change their practice, use and sustainability is best achieved via a well-planned, incremental roll-out that begins with leadership who uses data for decision making.

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Leadership Team Composition for Implementation Support of Routines

- Administrator

- Department or Grade Level Representatives

- Special Education Representation

- Teacher Leader Representative

- Data manager

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2.0 Installation and Initial Implementation of Practice Routines

Installation & Initial Implementation – Step 1

- The Leadership Team members become proficient and fluent in what strategy looks like and sounds like, as well as understanding the research and the why behind the strategy

See companion video "Administrator Support of Practice Strategies" for more information

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Installation & Initial Implementation – Step 2

- The Leadership Team identifies "teacher leaders" or early adopters and ensures their skills are built

See companion video "Administrator Support of Practice Strategies" for more information

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Recruit & Empower Teacher Leaders

- Teacher Leaders are teachers who…
  - partner with building leaders to develop and carry out the vision, mission, and goals for effective instruction (in this case, practice routines)
  - develop a deeper understanding of the instructional routines in order to support other teachers' understanding and implementation
  - supports other teachers through modeling, brainstorming, and providing actionable feedback to support the process of continuous improvement
  - are willing to be vulnerable and open to feedback

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Recruit & Empower Teacher Leaders (continued)

- Teacher Leaders are individuals who…
  - develop background knowledge in the what, how, and why of the routines
  - understand the importance of practicing the routines
  - hold to fidelity of implementation yet, contextualize what is learned for their own setting
  - are willing to model, observe, analyze data, and provide support and training to peers
  - engage in positive and knowledgeable conversations with peers to help support distributive leadership and a culture of practice and feedback

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Installation & Initial Implementation – Step 3

- The Leadership Team commits to supporting all-staff, no opt out, training and coaching (possibly incremental over time)

See companion video "Administrator Support of Practice Strategies" for more information

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3.0 Ongoing Implementation of Practice Routines

Focus on Evidence and Data

- "Although principal support is key, when we factored in other aspects of their implementation, having an effective school-based team that uses data for decision making was even more critical to sustainability." (McIntosh, 2014)

https://phys.org/news/2014-02-data-driven-team-key-sustaining-positive.html

Use a Fidelity Checklist

- Planning Guide

- Self-reflection

- Coaching Feedback

https://mimtsstac.org/covid-19-resources/high-leverage-instruction

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Ongoing Implementation Support

- Provide a standing agenda item for your leadership team meetings to hear from grade level and/or department leads regarding use of practice routines

- Review data relative to each group's SMART goals for use of the routines and their impact on student learning

- Capture successes / barriers for communication and action planning

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Ongoing Implementation Support – Final Thoughts

- Embedding Routines such as systematic explicit instruction, active participation strategies, and increasing opportunities for students to practice and receive feedback, takes time. The Leadership team can empower your teachers by allowing for enough practice and support to occur before moving to another "improvement" strategy.

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Closing Review

- Installation and Initial implementation
  - Step 1 – learn the strategies, how they work, their compelling why
  - Step 2 – recruit and empower teacher leaders
  - Step 3 – commit to all staff training and support

- Ongoing Implementation
  - Use data to guide action planning and support provision of resources
  - Stay focused and keep the main thing, the main thing

Great Resources for Practice Routines

- *Practice Perfect* – Lemov, Woolway, & Yezzi (2012)

- *Explicit Instruction* – Archer & Hughes (2011)

- The Learning Scientists Blog (https://www.learningscientists.org)

- Considerations When Using Instructional Packets (https://mimtsstac.org/sites/default/files/Documents/Covid/Educators/Considerations_for_Instructional_Packets_Final.pdf)

Great Resources for School Leadership Teams

- "Purpose, Trust, & Time: Tips for Teams Meeting Online" (https://www.pbisapps.org/community/Pages/Virtual-Team-Meetings.aspx)

- Information for School Leadership Teams (https://mimtsstac.org/teams-roles/school-teams/school-leadership-teams)

- "School Leadership Team Selection Guidance (https://mimtsstac.org/sites/default/files/Documents/MIBLSI_Sequence/District/DIT_Modules/DIT_Module5/6.0%20SLT_Recruitment_Selection.pdf)

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