



Leading 
to
Learn

(L2L)

Todd, Grayson, Allen and Barren County School Districts in
Southcentral Kentucky

FOCUS AREAS OF SCHOOL LEADERSHIP

- INSTRUCTIONAL CLIMATE – setting the culture in the building that supports continual professional learning
- INSTRUCTIONAL ACTIONS – focusing on explicit and deliberate steps to work professionally and collegially with individual teachers around their own growth and effectiveness

KEY STRATEGIES

- SCHOOL CULTURE ASSESSMENTS
- EXECUTIVE COACHING (Corwin)
- INSTRUCTIONAL ROUNDS (Harvard)
- DATA RETREATS
- DATA TEAMS (Houghton Mifflin Harcourt)
- Visible Learning (John Hattie)



PATHWAY # 1

20 seated principals

- PROFESSIONAL LEARNING WITH EXPERTS
- EXECUTIVE COACHING
- CULTURAL ASSESSMENTS OF CLIMATE
- DATA ANALYSIS AND GOAL SETTING
- Transform PLC'S TO DATA TEAMS
- EFFECTIVE USE OF PGES FOR TEACHERS
- Networking

PATHWAY #2

ASPIRING PRINCIPALS

(3) Cohorts of 20 over (3) years (60)

- SELECTIVE RECRUITMENT of TEACHERS
- BLENDED LEARNING IN ACCREDITED PREP PROGRAM at Western Kentucky University
- ON-GOING MENTORING AND SHADOWING
- CRITICAL PERFORMANCE PIECE
- LICENSURE AND PLACEMENT OF PRINCIPALS IN RURAL, HIGH-NEED AREAS





GOALS OF THE L₂L PROJECT



- TO ENSURE ALL SCHOOLS HAVE ACCESS TO HIGHLY EFFECTIVE PRINCIPALS
- TO ENSURE ALL STUDENTS HAVE ACCESS TO HIGHLY EFFECTIVE TEACHERS
- TO ENSURE LEARNING FOR ALL STUDENTS IN OUR HIGH-NEED SCHOOLS (McRel International, Evaluator)

INSTRUCTIONAL CLIMATE

- “Culture Trumps Everything” Wagoner, C.
- The culture of the school is the determining factor in the achievement and well-being of the entire learning community.
- School Culture Assessments for each school.
- Principal works through the leadership team to address issues and nurture positive aspects of the culture.

INSTRUCTIONAL ACTIONS

- A fundamental challenge of school leadership is knowing the “right thing” to do.
- Executive Coaches for discrete, pragmatic, and knowledgeable feedback on specific tasks.
- Coaching provides ongoing follow-up which is lacking in most training formats.
- The principals will measure then improve the instructional capacity of teaching and learning, leading the school change.

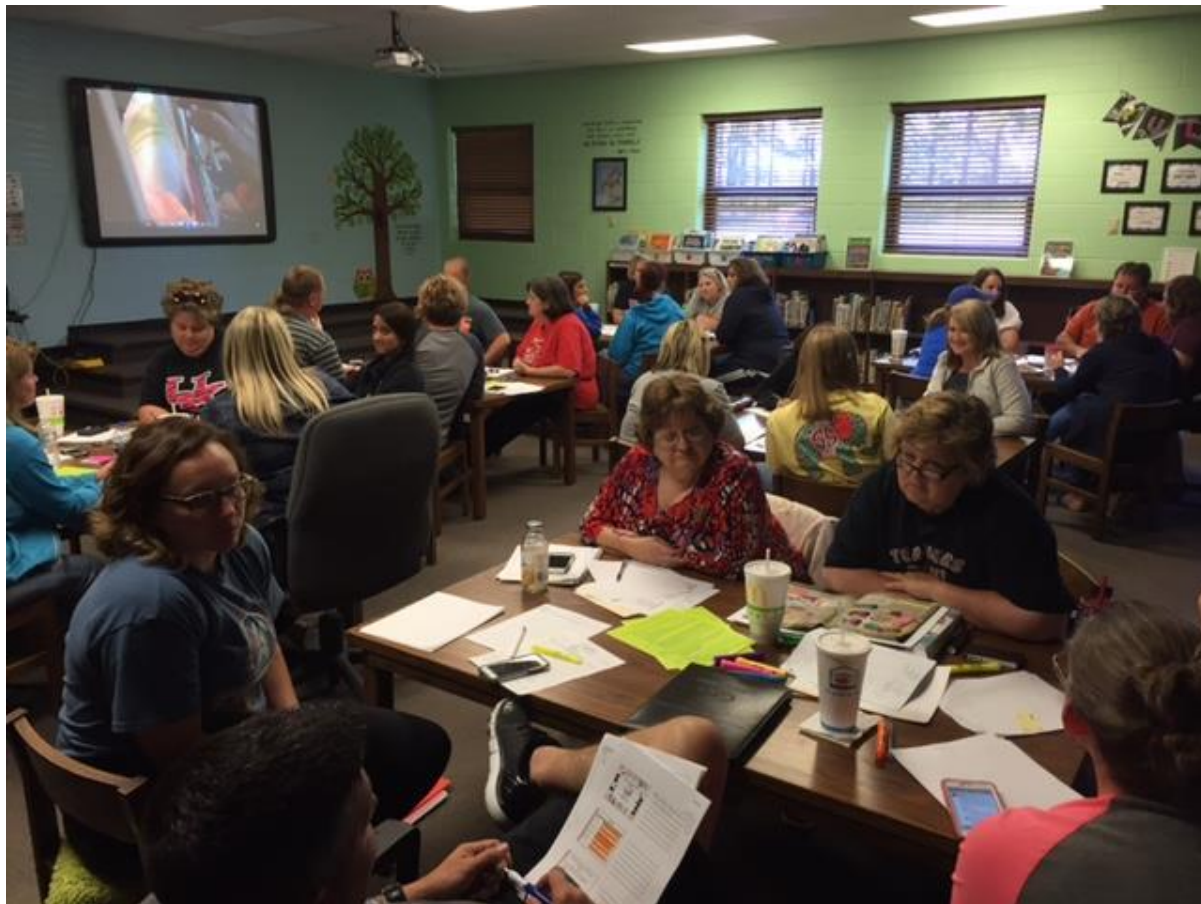
DATA Retreat

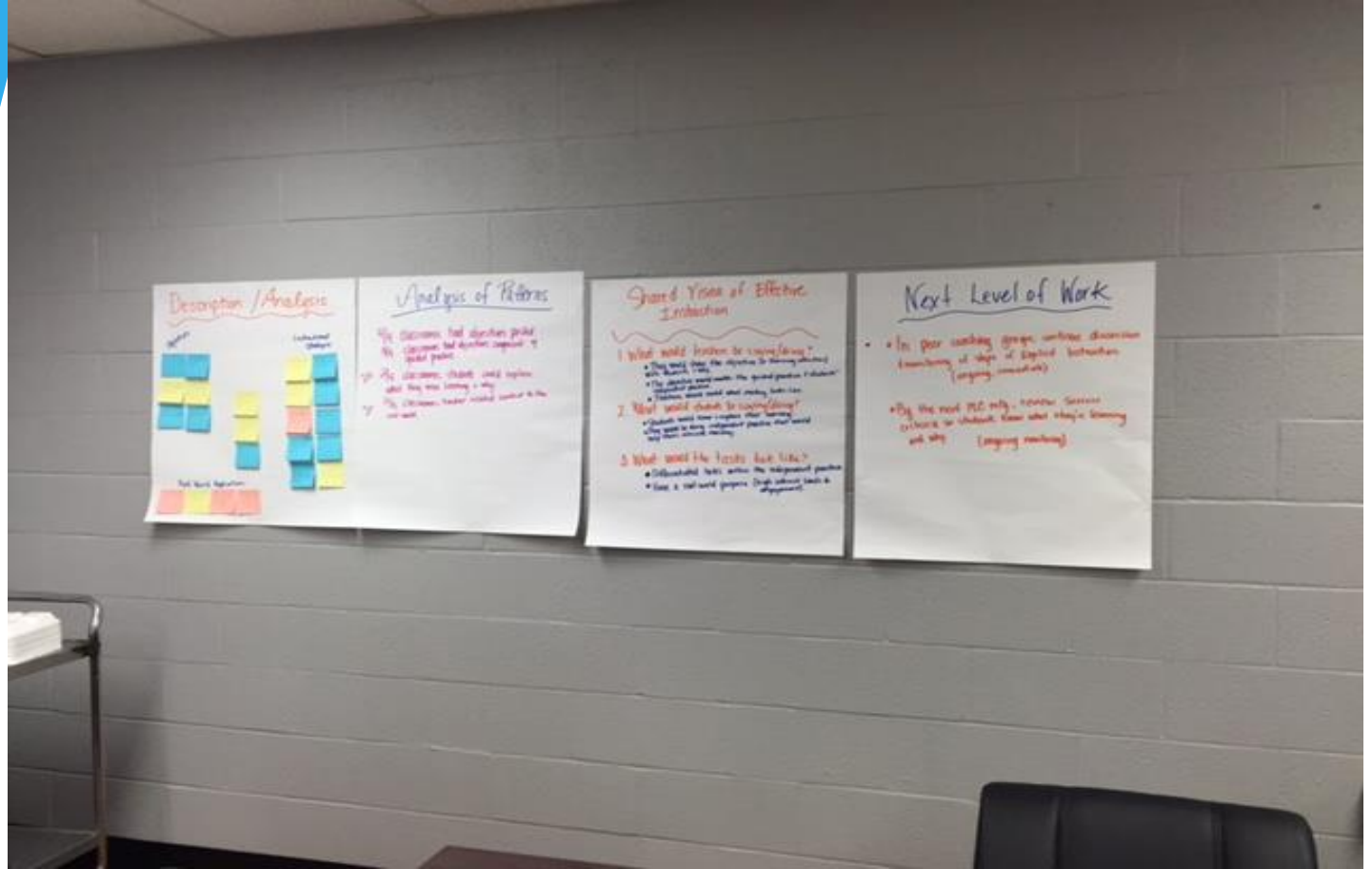
- This helps individual schools determine areas of academic improvement and develop a collaborative, data-driven planning process.
- 3-day summer retreat with guided, in-depth prep work in the spring for leadership and a 10 member school based team.
- This helps everyone understand the “right” work needed to be done.

INSTRUCTIONAL ROUNDS

- Instructional Rounds help each school monitor a focused problem of practice identified during the data retreat and begin to refine a practice of teaching.
- Process is patterned after teaching hospitals.
- Evidence is student tasks and discussion.
- Rounds emphasize learning to see, unlearning to judge, and focus on improving the practice of teaching and learning.

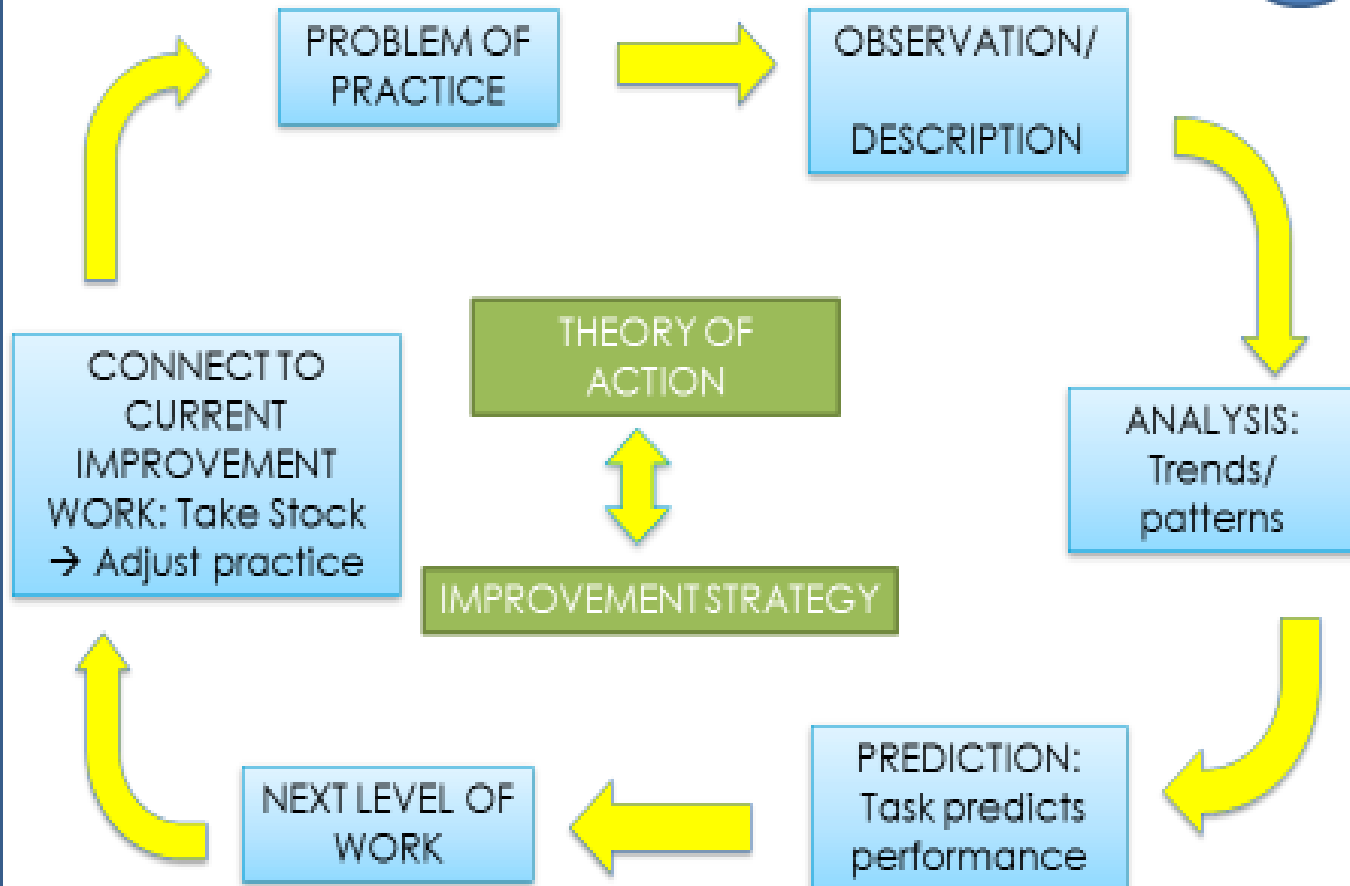
Instructional Rounds in Action





Instructional Rounds Process...

Graphical Overview of Rounds

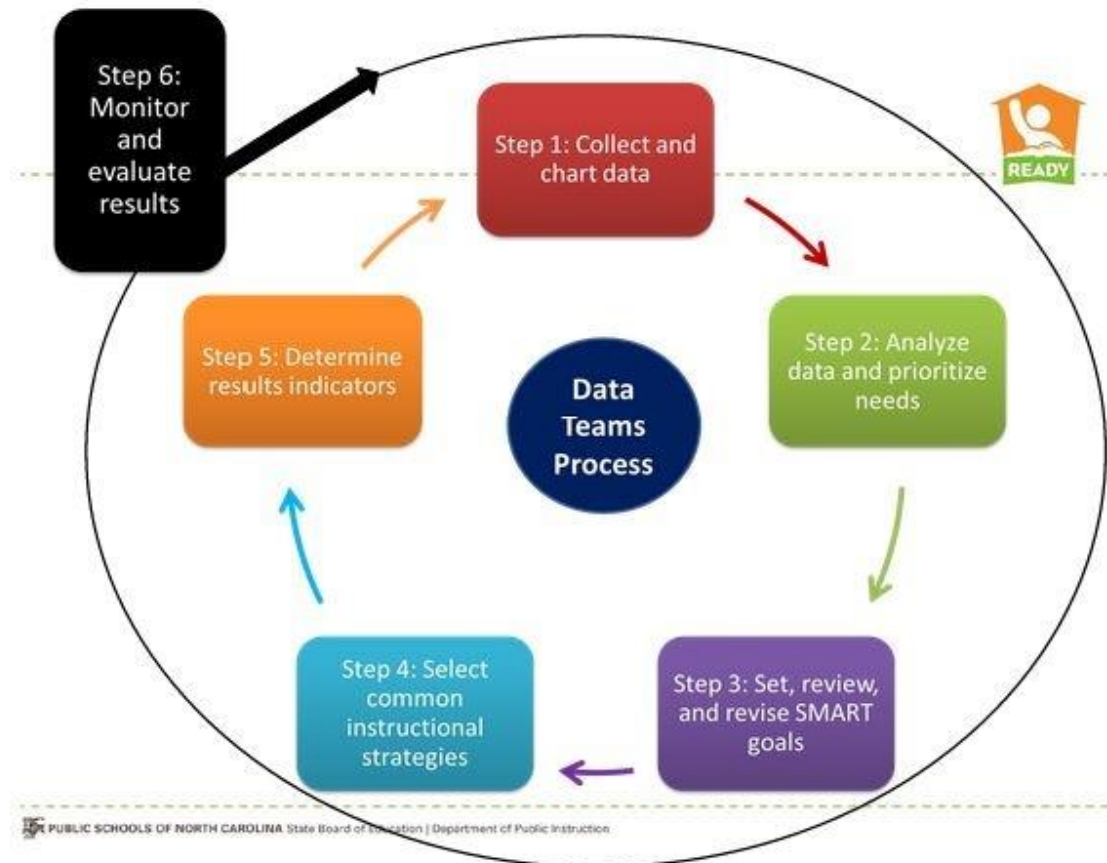


DATA TEAMS



- Strengthen PLC's as we convert them to Building Level Data Teams. Data should be the driving force of our decision-making.
- Principals will learn to focus teacher teams on student work, common formative assessments, and the development of instructional strategies and methods.

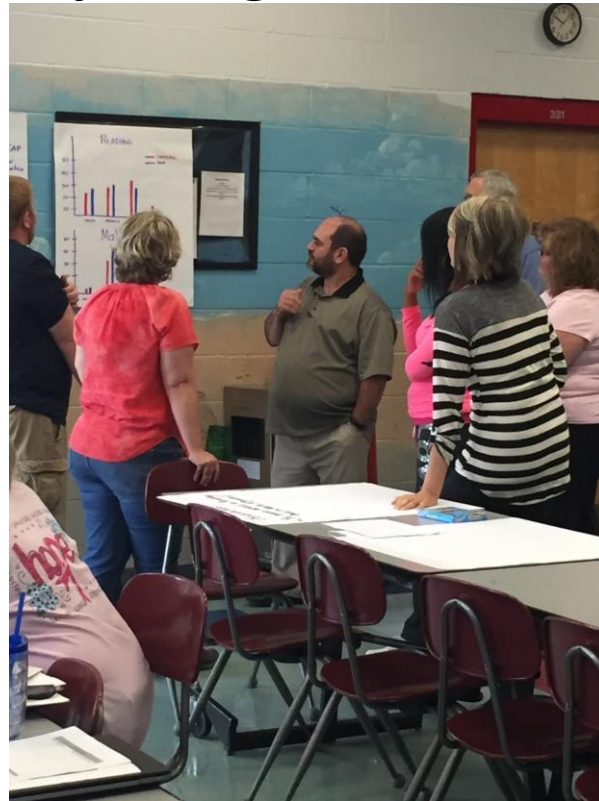
Data Teams Process



Data Teams in Action



Teachers analyzing data at their schools



More data...



What should principal candidates know after being involved in the Leading to Learn program?

- The appropriate Culture
- The correct Data
- How to research a problem using rounds in their school.
- How to assess the instructional climate.
- The importance of student work.