

Welcome and Introductions

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Professional Collaboration

► Parameters for Engagement

10- Minutes of Direct Instruction

2- Minutes of Reflection

After 37 Minutes...THREE Minutes Reflection

Movement is BEST.....(Rowe, Mary Budd, Harvard SOE)

WE NEED TO Collaborate with each other TODAY! Work together...Learn together!

Four Corners Activity- who we ARE...

- ▶ 0-7 Years of Experience
- ▶ 8-14 Years of Experience
- ▶ 15-20 Years of Experience
- ▶ Over twenty Years of Experience

PROFESSIONAL

What does that mean ?

How does defining... relate to collaboration?

Backward Design

- ▶ Professional Collaboration among Teachers
- ▶ **WHAT WOULD IT LOOK LIKE IF WE GOT IT RIGHT?**
- ▶ Discuss and List at least three things to define the question.
- ▶ What are some barriers to comprehensive Professional Collaboration?

Consider:

- ▶ The growth and development of **the ADULTS** in the building is the key to student success.
- ▶ 3 Years with a less effective teacher= 34% growth
- ▶ 3 Years with an effective teacher= 84% growth
- ▶ 80% of Learning Issues are related to STRESS.
- ▶ How do you Combat essential beliefs about student learning
- ▶ **VS KS KD**
- ▶ How would Professional Collaboration help?

Did You Know.....

- ▶ THE BEST PREDICTOR OF STUDENT ACHIVEMENT IS A POSITIVE RESPONSE TO THE QUESTION...

DOES THE TEACHER LIKE ME?

Where does this fit in to our professional collaboration..?

How often do we focus on improving interpersonal relationships in our quest for collaboration within the context of professional development?

Change is Inevitable-Growth is Optional

- ▶ Concept: ADULTS are the primary learners however they traditionally operate in isolation...
- ▶ Professional development and collaboration is a vital part of how we learn and improve as a school. It is CENTRAL to our MISSION.
- ▶ Leaders are the KEY to the EFFECTIVENESS of the SCHOOL, and their job is to improve the QUALITY of THINKING throughout the organization.
- ▶ High expectations will be judged, not only by the staff in their own behaviors but also by----**THE SCHOOL'S RESPONSE when SOMEONE DOES NOT LEARN!**

THE ART and the CRAFT of TEACHING

- ▶ Must be shared between departments, grades-not occasionally, but all the time.
- ▶ Teachers should be given time (30 minutes) to observe one another in a non-threatening way.
- ▶ If this is priority of the leader, it shall become a priority of the staff.
- ▶ Remember:

GOOD INSTRUCTION TRANSCENDES ALL LEARNING DIFFERENCES

However, ideally this should take place in a school where there is a “daily habit” of working together.

Some Suggestions

- ▶ The BOOK
- ▶ Expected Learning RESULT Observations OR
- ▶ Classroom Climate Observations
- ▶ Google Docs-Idea swap folders, “tips”, reflections, asking for help and feedback...
- ▶ Benchmark these at faculty meetings for discussion and dialogue.
- ▶ Post “today’s tip” or “please comment” for teachers to respond.
- ▶ Traditional Professional Development occurs away from school, or someone drops by to share some wisdom.
- ▶ Have PD days directed by your staff.

Professional Learning Communities

- ▶ #1 Requirement for PLC existence.....
- ▶ We now hear that there is a “sense of moral purpose” for public education reform....

SAHRED MISSION, VALUES AND GOALS- (?) Uh - Catholic Schools!!!!

Basis for all Decisions that drive the School...All decisions default to MISSION!

Purpose, why was your organization created? Uh?

Collective Commitments...do we take these for granted?...assume they exist-

To create professional collaboration? What needs to change...?

Table Analogy



How must we BEHAVE in Order to Fulfil our PURPOSE?

The legs represent the ABC's of School IMPROVEMENT..

Inherent Turmoil and Substantive Change!!
Teachers must give up personal autonomy for collective authority....
Teams must exist...

What do students learn?

How do we know what they have learned?

How do we **RESPOND** when someone does not learn?

Some Ideas

- ▶ Create space **WITH NO DISTRACTIONS** for professional development
- ▶ Avoid all day-full audience PD days...always break up to smaller groups
- ▶ ALWAYS ALWAYS- have more than one follow up session post PD days!
Three minimum follow up sessions.
- ▶ Collaboration works best School by School- the school is either improving or declining.
- ▶ The questions are: What- How do we know WHAT- and RESPONDING...
- ▶ All statements are based on research and there is a shift from belief to behavior. “we will”.
- ▶ Goals are few in number...and there are short term “wins” (accreditation?)

Always Characterized by Collaborative Culture

- ▶ What is that? Culture....The way we do things around here...
- ▶ *Rituals*
- ▶ *Traditions*
- ▶ *Heroines, Heroes, Priests, Cabals, Storytellers*
- ▶ *Rewards and Sanctions*
- ▶ *Celebrations*

- ▶ A collaborative culture focuses on “learning” not teaching...

- ▶ What would that look like?

Uniqueness builds strength...

- ▶ Your MISSION is not some pleasant affirmation...
- ▶ Shift from a culture of teacher isolation to deep meaningful collaboration.
- ▶ (Independent contractors united by a common parking lot!)
- ▶ Any plan must BE UNIQUE TO YOUR SCHOOL! Use UNIQUE to help you shape the culture...climate...
- ▶ The capacity to develop professional collaboration already resides within your school.
- ▶ What are two things you can do differently to build a more collaborative?