



The Learning Leadership Compass: A Multi-Phase Leadership Cohort based on a Micro-Credential, Blended Learning Structure for Teacher and Administrative Leaders

The Learning Leadership Compass is a cohort style professional learning experience for learning leaders, both teachers and administrators, who want to individually and collaboratively grow teaching practice in support of student learning. John Hattie in *Visible Learning for Teachers* (2012), describes Learning Leadership as "...the leaders' motivation of teachers and students identifying and articulating high expectations for all, consulting with teachers before making decisions that affect teachers, fostering communication, allocating resources, developing organizational structures to support instruction and learning, and regularly collecting and reviewing with teachers data on student learning. Learning leadership is the most powerful incentive to stay in teaching."

In the past several years, school districts throughout Michigan and the United States have been required to select teaching frameworks to frame the impact of teaching on student learning. Many districts have chosen *The Framework for Teaching* (Danielson, 2013) because it "identifies those aspects of a teacher's responsibilities that have been documented through empirical studies and theoretical research as promoting improved student learning" (*The Framework for Teaching Evaluation Instrument: 2013 Edition, p. 1*). This leadership cohort builds on the purpose and priorities The Framework for Teaching to "know and grow teaching to enhance student learning" using a customized, micro-credential based approach for "just right" professional learning.

The Learning Leadership Compass Cohort provides opportunities for educational leaders to find their "true north in learning leadership" as they engage in professional learning modules with other educational colleagues. regarding teaching problems-of-practice and student learning challenges.

YEAR 1: Learning Leadership "Rising In The East" Modules

Dates/ Approach	Learning Leadership "Rising" in the EAST" Modules <i>Focus on Developing Personal Knowledge & Skills of Learning Leadership</i>	Micro-Credentialing Badges
Sept 22, 2017 8:30-3:30 <i>Face-to-Face</i> <i>facilitated by</i> Pam Rosa	<p>Module 1: Maximizing Learning Leadership using Danielson's Framework for Teaching Clusters</p> <p>Essential Learning Leadership Question: How can I use the <i>Framework for Teaching</i> to enhance my leadership of instruction and student learning?</p> <p>Charlotte Danielson's latest research, Teaching to the Core, has lead to the development of six Framework Focus Areas of Teaching Competency. In this module, you will work with colleagues to gain step-by-step process for using the Framework for Teaching clusters to improve teaching practice.</p>	<p>EAST Badge 1: Develop Professional Learning Goal based on Student Learning Needs aligned to Framework Focus Areas</p>
Oct 17 & Oct 18, 2017 8:30-3:30 <i>Face-to-Face</i> <i>facilitated by</i> Molly Funk	<p>Module 2: Enhancing the Teaching/Student Learning Process through Data-focused Observations and Conversations</p> <p>Essential Learning Leadership Question: How do I use student-learning focused data to enhance the observation/conversation process to support teaching growth?</p> <p>Supporting teachers as they teach for intellectual engagement using student-learning data is the most challenging AND important job that a learning leader has. Learn how to embed student data into the</p>	<p>EAST Badge 2: Implement PTRAs Professional Learning Process by conducting a learning-focused planning conversation, observation, and reflection conversation aligned to Professional Learning Goal</p>

	Plan-Teach-Reflect-Apply (PTRA) professional learning process using Framework for Teaching Cluster priorities by 1) conducting student-learning focused observations, 2) collaboratively analyzing teaching and student learning data, and 3) structuring data-rich planning and reflection conversation.	established in EAST Badge 1.
Nov 3, 2017 8:30-3:30 <i>Face-to-Face facilitated by Pam Rosa</i>	<i>Module 3: Focusing on Learning-Focused Conversations that Accelerate the Teaching/Student Learning Process</i> Essential Learning Leadership Question: How do I use learning-focused conversational skills and strategies to differentiate my leadership support my colleagues' professional practice? Customizing professional conversations for individual teaching and student learning needs requires that leaders have a deep understanding of what creates or diminishes professional learning and commitment in a conversation. Understand how to apply a continuum of conversational support and aligned resources in order to grow professional trust and commitment.	EAST Badge 3: Videotape and analyze Professional Planning or Reflection Conversation in order to develop Mini-Learning-Focused Conversation Skill Goal/Action Plan
Feb 23, 2018 8:30-3:30 <i>Face-to-Face facilitated by Pam Rosa</i>	<i>Module 4: Critical Conversations About What Is MOST Important in Teaching and Student Learning</i> Essential Learning Leadership Question: How do I give critical feedback to address challenging issues or accelerate focus on student learning and professional growth? <i>Addressing inappropriate professional practice...Giving targeted feedback a support to a teacher using variety of data sources...Focusing on continuous improvement no matter how experienced the staff member...</i> All of these are critical conversations. Discover what makes having critical conversations so difficult to conduct and how to improve the chances of having them be "worth-it" for both the teacher AND the students.	EAST Badge 4: Use a critical conversation protocol as a guide for conducting a focused "critical conversation". Analyze shifts that happened in teaching and/or student learning based on that conversation.
Monthly ZOOM Online Cohort Connections starting in October 2017 <i>Online facilitated by Molly Funk OR Pam Rosa</i>	<i>Learning Leadership Cohort Connections</i> Essential Learning Leadership Question: How do I continue to grow my own leadership practice through collaborative "celebration" and "concentration" learning conversations and ongoing sharing of "what works"? <i>Monthly, 90 minute virtual facilitative and coaching sessions with and between the cohort members for 'just in time' leadership celebrations and concentration. Monthly dates and times determined by EAST Cohort.</i>	NO BADGES Online Learning Leadership Resources and Strategies posted and updated by Pam & Molly and Cohort Members
June 19, 2018 PREP DAY June 25 OR June 26-Choose 1 PRESENTATION N 8:30-3:30 <i>Face-to-Face facilitated by Molly Funk and</i>	<i>COLLOQUIUM for Learning Leadership Compass Cohort</i> 30-minute presentations by individuals or teams of "What Works" based on Professional Learning Leadership Goal Plans. Presentations include videos, strategies, and resources that will be posted to be shared by cohort in future leadership work.	EAST COMPASS POINT Badge: Colloquium Project Presentations of "What Works" in Year 1 Learning Leadership Compass Cohort; <i>Post to Cohort Website</i>

Pam Rosa		
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YEAR 2: Learning Leadership “In the WILD WEST of Education” Modules

Dates/ Approach	Learning Leadership “Developing on the Wild West” Modules: <i>Focus on Applying Knowledge & Skills of Learning Leadership with other school/district colleagues</i>	Micro-Credentialing Badges
<p>Sept 26, 2017 8:30-3:30</p> <p><i>Face-to-Face facilitated by Molly Funk and Pam Rosa</i></p>	<p style="text-align: center;">Professional Learning Rounds: Accelerating Shared Leadership for Student-Learning</p> <p>Essential Leadership Question: How do I facilitate high-leverage teaching through collaborative, ongoing learning-focused observations and conversations.</p> <p>In the era of high-stakes accountability, professional learning teams are being asked to work “Smarter Together” versus “Harder Alone.” Professional Learning Rounds, an adapted approach to Instructional Rounds (Elmore & City, 2009), uses targeted Teaching Areas of Focus as a structured way for educators like you to work with colleagues to improve instruction. Learn how to facilitate the step-by-step, research-based Professional Learning Rounds process to support teaching practice that accelerates student learning.</p>	<p>WEST Badge 1:</p> <p>Organize and facilitate a Learning Round for collaborative learning with several other cohort peers. Organization includes:</p> <ol style="list-style-type: none"> 1) determining a focus for learning round 2) arranging a classroom visit with a “spotlight” teacher 3) gathering data with teacher about current student learning in focus area 4) developing learning round schedule with school
<p>Oct 9, 2017 Oct 30, 2017 Oct 31, 2017 Nov 13, 2017 Nov 14, 2017 Nov 15, 2017 8:30-3:30</p> <p><i>Cohort Members Choose 1 Round Date to Lead; facilitated by Pam Rosa (Molly Funk will join first on Oct 9th)</i></p>	<p style="text-align: center;">Professional Learning Rounds APPLIED with FOCUS on Classroom Culture and Student-Owned Learning Environment</p> <p>Each cohort member will facilitate the step-by-step, research-based Professional Learning Rounds by defining the area of teaching focus, observing classroom practice, analyzing the teaching/learning data, and engaging in collaborative conversations around the observed practice</p> <p>Cohort members will use Professional Learning Round protocols and strategies in support of the teams’ focus on the impact of high-leverage teaching for ensuring successful learning for all students.</p>	<p>WEST Badge 2:</p> <p>Facilitate a Learning Round focused on Culture & Environment. Facilitation includes:</p> <ol style="list-style-type: none"> 1) sharing Learning Round focus and aligned data with cohort peers 2) leading classroom visit with in “spotlight” classroom 3) debriefing data collected in observation 4) developing professional learning-focused conversation priorities 5) providing a follow-up reflection conversation with spotlight teacher <p>Write reflection of leadership learning.</p>
<p>Jan 24, 2018 Feb 1, 2018 Feb 2, 2018 Feb 12, 2018 Feb 13, 2018 Feb 14, 2018 8:30-3:30</p> <p><i>Cohort Members Choose 1 Round Date to Lead; facilitated by Molly Funk</i></p>	<p style="text-align: center;">Professional Learning Rounds APPLIED with FOCUS on Student Engagement and Student-Owned Assessment</p> <p>Each cohort member will facilitate the step-by-step, research-based Professional Learning Rounds by defining the area of teaching focus, observing classroom practice, analyzing the teaching/learning data, and engaging in collaborative conversations around the observed practice</p>	<p>WEST Badge 3:</p> <p>Facilitate a Learning Round focused on Engagement & Assessment. Facilitation includes:</p> <ol style="list-style-type: none"> 1) sharing Learning Round focus and aligned data with cohort peers 2) leading classroom visit with in “spotlight” classroom 3) debriefing data collected in observation

<p><i>(Pam Rosa will join on Jan 24th)</i></p>	<p>Cohort members will use Professional Learning Round protocols and strategies in support of the teams' focus on the impact of high-leverage teaching for ensuring successful learning for all students.</p>	<p>4) developing professional learning-focused conversation priorities 5) providing a reflection conversation with spotlight teacher Write reflection of leadership learning.</p>
<p>Jan 25, 2018 Feb 6, 2018 March 6, 2018 March 14, 2018 8:30-11:30 or 12:30-3:30 <i>Cohort Members Choose 1-.5 Day for Face-to-Face facilitated design session by Pam Rosa (Feb 6 & March 6) and Molly Funk (Jan 25 & March 14)</i></p>	<p><i>Customized Professional Development Design Studio</i></p> <p>Essential Learning Leadership Question: How do I continue to grow my own leadership practice through developing customized, student-learning focused professional development for groups of educators?</p> <p><i>Half Day design studio where cohort members individually or in collaboration with other peers design/develop professional learning that addresses specific student-learning need of a school team, school goal or district priority. Cohort members will learn tips-n-tools for embedding "best practice" adult learning into their customized learning sessions.</i></p>	<p>WEST Badge 4:</p> <p>Development of customized professional development based on school/district need or improvement priority; Post to Cohort Website</p>
<p>Monthly ZOOM Online Cohort Connections starting in October, 2017</p> <p><i>Online facilitated by Molly Funk OR Pam Rosa</i></p>	<p><i>Learning Leadership Cohort Connections</i></p> <p>Essential Learning Leadership Question: How do I continue to grow my own leadership practice through collaborative "celebration" and "concentration" learning conversations and ongoing sharing of "what works"?</p> <p><i>Monthly, 90 minute virtual facilitative and coaching sessions with and between the cohort members for "just in time" leadership celebrations and concentrations. Monthly dates and times determined by WEST Cohort.</i></p>	<p>NO BADGES</p> <p>Online Learning Leadership Resources and Strategies posted and updated by Pam & Molly and Cohort Members</p>
<p>DATE June 27, 2018 8:30-3:30</p> <p><i>Face-to-Face facilitated by Molly Funk and Pam Rosa</i></p>	<p><i>COLLOQUIUM for Learning Leadership Compass Cohort</i></p> <p>30-minute presentations by individuals or teams of "Next Steps" based on Year 2 Cohort work. Presentations include videos, strategies, and resources that will be posted to be shared by cohort in future leadership work.</p>	<p>WEST COMPASS POINT Badge:</p> <p>Colloquium Project Presentations of "Next Steps" based on Year 2 Learning Leadership Compass Cohort; Post to Cohort Website</p>

Available in May 2018

YEAR 3: The SMART Leadership Trifecta A Practical Approach to Enhancing Learning Effectiveness through System Improvement

(Developed with Anne Conzemius, creator of SMART Goals and co-author of *The Handbook for SMART School Teams*)

Essential Learning Leadership Question: How do I working with my leadership team to accelerate the school improvement process using a systematic focus on teaching and learning?

Teaching effectiveness, high-leverage learning standards, student data and school improvement efforts can no longer live in isolated silos of leadership work. This practical approach to enhancing learning effectiveness focuses on developing structures for maximizing the Framework for Teaching clusters through a SMART improvement process OR The SMART Leadership Trifecta!!!

- Learn how the FfT is integrated into a data-informed SMART School Improvement process (SSIP)
- Develop SMART goals and aligned targets that integrate teaching effectiveness and student achievement needs
- Experience and apply a collaborative systematic approach for identifying and integrating teaching priorities into effective improvement practices
- Gain a variety of tools, templates, and protocols to enhance collaboration aimed at improving teaching and learning

Experience ongoing coaching support that maximizes leadership skills for accelerating teaching effectiveness

Learning Leader(s) + Team Members: 5-6 school-based educators that includes learning leaders

For more information contact Kim Woods at (734) 994-8100 ext. 1320 or

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To Register for Year 1 (Washtenaw County only) Seats held until September 15th

Click here: <https://goo.gl/2DgFz8>

To Register for Year 1 (outside of Washtenaw County) Beginning September 15th

Click here: <https://goo.gl/58nMh9>