

Growth Mindset By Increasing Collaboration

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Background Leading to this Inquiry

Often times in communication with Teachers and other District Administration the conversation around “Time” and “Collaboration” are hot topics in the education world.

In an effort to increase collaboration amongst the Blue Academy Community, my inquiry is to “Grow as a Leader to have a Positive Impact on my School Community.”



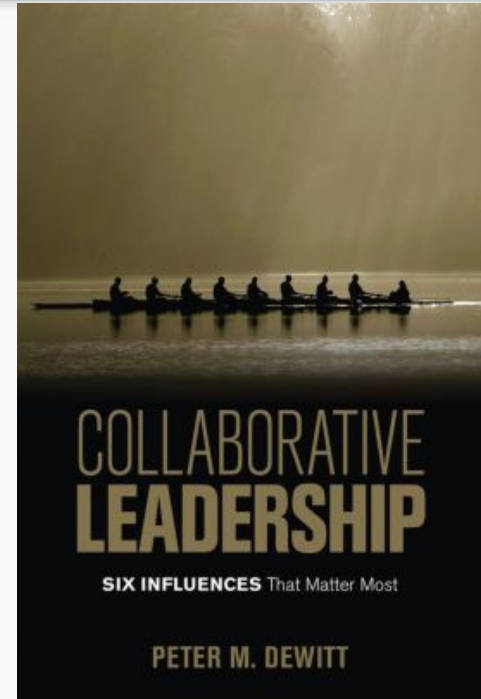
Leading with Passion and Knowledge

- Purpose:
 - Leading with Passion... Grow as a Leader to have a positive impact on the entire school community.
- Question (Wondering):
 - How do I grow as a leader in Knowledge of the Co-teach/Collaboration Model within the classroom?
 - What “Right” Looks and Sounds Like



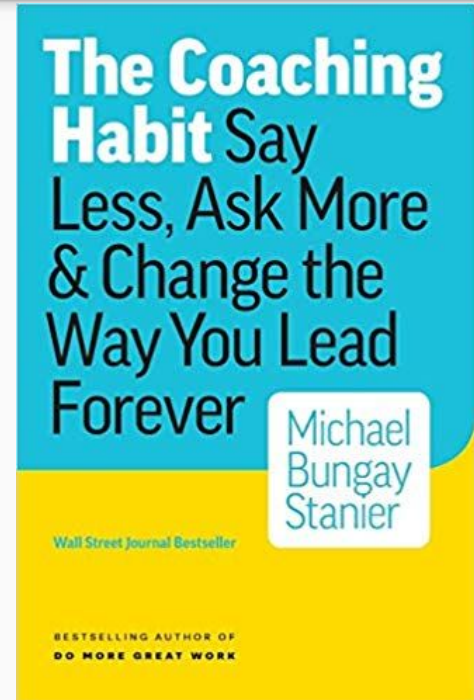
Professional Literature

- ★ *Instructional Leadership*
- ★ *Professional Development*
- ★ Collective Teacher Efficacy
- ★ *Feedback*
- ★ Assessment Capable Learners
- ★ Family Engagement



Professional Literature

- ★ Focussed on the art of asking more open-ended questions that allow for teachers to reflect and drive the conversation.
- ★ Through our Insight Grant I was able to capture this book from our District Coach.



December 2018 Data

- December 2018-March 2019- Daily Journaling to reflect on growth within Co-teach/Collaboration at Blue
 - Daily Reflection
 - Coaching Notes to ILT
- December 2018- Begin researching Co-Teach/Collaboration Model
 - Online articles shared with ILT
 - Weekly



January 2019



- January 2019- Discuss with Lead/Mentors Reinforcements/Refinement areas based off of Coaching Sessions of Co-teach/Collaboration
 - Tuesday ILT Sessions
 - 4 Tuesday's in January

- January 2019- First Monday of each month is dedicated to Collaboration Strategies and providing time for teams to work together on Monthly Goals
 - Teachers complete Reflection Forms at the end of each session

- January 2019- Weekly “Quick Reads” within the HAWKworthy Notes
 - [HAWKworthy Notes](#)
 - [20 Collaborative Learning Tips](#)

Grade 1

- ★ Attendance- 95.70%
- ★ How might we Increase Collaboration-
 - More PD work time like on Mondays or during PLC.
- ★ Personal Goals for the Month-
 - Drink more water and be willing to cover each other's rooms so we could take a bathroom break.
- ★ How might Technology be increased-
 - Try to use Kahoot more, assigned activities on Seesaw for students to complete.
- ★ Talk about the HAWKS expectations more frequently, modeling behaviors as needed in your classroom.



Grade 4

- ★ Attendance-
 - We are still shooting for 96% as we were very close last month. (95.27%)
- ★ Collaboration Enhancements-
 - We have set a day biweekly that we will be meeting....Thursday mornings before school
- ★ Personal Goals-
 - Continue to laugh and have fun with one another as a team. Continue to be supportive of one another.... we feel that we already do well with this.
- ★ Technology Goal-
 - We plan to implement Freckle into math and language arts
- ★ Behavior Goal-
 - Just be more intentional.... giving out booth passes for kids doing the right thing, we plan to meet on Thursday to develop a plan to applaud those students turning in work on time and doing the right things.



February 2019

- February 2019- First Monday of each month is dedicated to Collaboration Strategies and providing time for teams to work together on Monthly Goals
 - Teachers complete Reflection Forms at the end of each session
- Collegial Teacher Interview and Visits



February 2019

February Collaboration Articles:

- ★ [5 Strategies to Deepen Student Collaboration](#)
- ★ [25 Ways Teachers Can Connect More With Colleagues](#)
- ★ [Growing Importance of Collaboration](#)



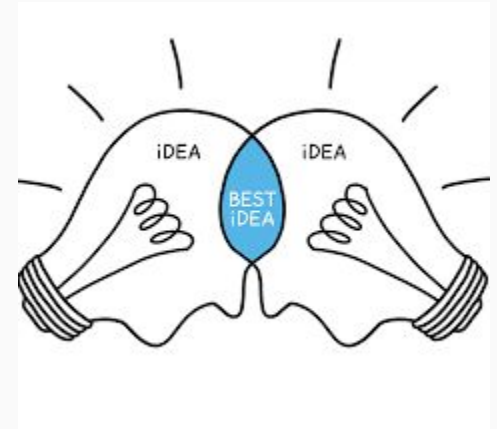
Grade 4

- ★ Behavior- Increase the amount of scholars that have ALL of Lunch/Recess Time
- ★ Renaissance- Create an atmosphere that is more focused and calming to increase scores.
- ★ Attendance- 96%
- ★ Professional Goal- More team collaboration to share project ideas and successes. Set a date for every two weeks.



My Discoveries

- ★ Collaboration and Co-plannings efforts are critical for increased expectations and student growth at the Blue Academy.
- ★ By providing “Time” and a “Model” for Teacher Collaboration has allowed for Teachers to reduce stress and anxiety levels.
 - Collaboration/Co-planning must be seen as a “Cycle” vs. an “Event”
- ★ Increased levels of enthusiasm towards lessons.
- ★ Increased collaboration between grade levels with project-based learning.



Able to collaborate with staff members that I wouldn't normally meet with. Learning new ways to guide my instruction and help my students grow.

Rachel is extremely supportive and positive. She constantly works to provide outside resources and really just anything needed.

Hearing a different perspective from someone outside my area

I know the tap rubric better and ways to incorporate best instructional strategies.

Being coached and being a coach myself has helped increase my understanding of the tap rubric and indicators. I have been able to be on both sides giving others coaching and giving strategies to help them as well as being on the other end and receiving information and strategies to help me. I was able to get a 4 on problem solving and thinking and this has always been something I have struggled with. Being a coach and getting coached has helped me achieve this.

Coaching has had a positive impact on the differentiation and use of technology in my classroom.

It has helped with strategies to use during small groups, great reading on small groups, and positive thoughts to help me get through teaching a new grade!

By giving me new ideas on how to better my lesson plans and have effective planning strategies.

Where Am I Headed Next?

- ★ Continue to research strategies to improve Collaboration amongst all employees.
- ★ Reflective Practices
 - Continue to provide weekly Reflection Forms at the conclusion of all Professional Development Opportunities.
 - “Say Less and Ask More”
- ★ Give teachers “what they need” in comparison to “what I want”.
- ★ Throughout the last quarter of the school year teachers will get the following:
 - 1st Monday of Each Month to collaborate as a Team on Goals
 - EACH teacher will get 4 hours of collaboration with their Coach/Mentor during the final 9-weeks of the school year
 - ILT Rock Charter
 - Sustainability is key as we continue to raise Scholar Expectations.



Bibliography

- ★ Collaborative Leadership- 6 Influences That Matter Most
 - Peter M. DeWitt
 - Corwin Author and Consultant
 - <https://us.corwin.com/en-us/nam/collaborative-leadership/book249055>
- ★ The Coaching Habit- Say Less, Ask More, & Change The Way You Lead Forever
 - Michael Bungay Stanier
 - <https://boxofcrayons.com/the-coaching-habit-book/>

col·lab·o·ra·tion

noun

Two or more people working together
towards shared goals

*Resources for inquiry brief development:

- Chapter 3 of *Leading with Passion & Knowledge*

- Purpose:
 - Leading with Passion... Grow as a Leader to have a positive impact on the entire school community.
- Question (Wondering):
 - How do I grow as a leader in Knowledge of the Co-teach/Collaboration Model within the classroom?
 - What “Right” Looks and Sounds Like
 - Sub-questions:
 - What research shall I be doing to increase my competency in the following:
 - Co-teach
 - Teacher Collaboration
- Method (What will I be doing?)
 - Classroom Observations
 - Other Building Observations
 - PLC’s
 - Book Studies
 - Collaborative Leadership...6 Influences That Matter Most
 - The Coaching Habit...Say Less, Ask More & Change the Way You Lead Forever
 - Teacher focus groups
 - ILT- Instructional Leadership Team
- Data Collection:
 - Teacher Collaboration Surveys
 - Coaching reflections
 - Classroom observations
 - Personal Daily Journal Reflections
 - Weekly “Share out” on Co-teach/Collaboration
 - Pics of Collaboration

- Calendar (timeline):
 - December 2018-March 2019
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 - December 2018- Begin researching Co-Teach/Collaboration Model
 - January 2019- Discuss with Lead/Mentors Reinforcements/Refinement areas based off of Coaching Sessions of Co-teach/Collaboration
 - January 2019- First Monday of each month is dedicated to Collaboration Strategies and providing time for teams to work together on Monthly Goals
 - January 2019- Weekly “Quick Reads” within the HAWKworthy Notes
 - February 2019- Meet with teachers to discuss:
 - How has the collaboration increased around the building?
 - March 2019- Take pics and finalize data for Year 1 Inquiry Brief

- Data Analysis:
 - Data will be shared via graph at our March Seminar.
 - January Survey Data
 - February Survey Data
 - Staff Goal/Reflection Sheets