



# IPLI: Action Research Project

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Year 1: Improving my leadership skills through staff observation



## **Purpose (Background)**

I am in my third year at SR. I was a coach and teacher for 13 years at a neighboring school.

The purpose of this action research project is to see if I can improve my leadership capacity through informal staff observations.

My goal is to flip that perspective and to use these observations to see where I am lacking in communication and to overcome that barrier.



# Wondering

1. Will the informal walkthroughs help build rapport with staff or will it make them more defensive?
2. Will I be able to get honest feedback through the follow meetings that will come at the end of the project?
3. Can I put aside my personal bias of staff members to be objective instead of subjective?
4. Will one grade level team be a large enough sample size to gather meaningful data?



## Method (My Actions)

I will be taking a pre-test to score how well I feel that I am expressing my expectations to the teachers in terms of class management and lesson designs. I will then complete a full round of observations. Next, I will take a post-test to see if I am accurate in my assumptions and what areas I need to improve on to lead my staff.


[Pre-Test Survey](#)

[Post-Test Survey](#)



## Data Collection

That data will be collected and stored in a Google form. I will have a final reflection piece at the end of the project



## Calendar (Timeline)

I plan to use conduct the AR through January and February. There will be periodic checkpoints during that time when I review data and adjust course for the project.



## My Findings (Data)

I have been able to gather information through the use of Google Forms. I chose this method because it gives me a universal approach to my pre-test and post-test pieces and will organize the data easily into line graphs and pie charts.

It also allows me to have a one stop shop approach to analyzing the data from my reflections.

[Results](#)



# Reflection

At the end of my action research project, I have come to the conclusion that I am a good communicator with my staff but there is definitely room for improvement. There was a lack in specific priorities that I pride myself and our staff mastering that are being left out. This is a direct reflection of my leadership capacity and I need to be more intentional about intervening in these situations when I know about it. Case in point, **tying objectives to content standards and making sure teachers are connecting the dots to these concepts every period.** I was under the impression that I had that set in stone and communicated to each teacher effectively, but this project showed a few holes in that theory. One thing I would change if I were to conduct this again would be to use a **larger sample size and do both grade level teams with multiple observations for each staff member.**

The connection between my ARP and the PCM: [ARP/PCM](#)