

2019-2020

Annual

Report



Indiana Principal Leadership Institute

Indiana State University
Bayh College of Education
Room 213
401 N. 7th Street
Terre Haute, IN 47809
812-237-2933
www.indianapli.org





TABLE OF CONTENTS

➤ Letter from the Director.....	3
➤ Program Overview	4
➤ Conceptual Framework.....	4
➤ Benefits of Participation	4
➤ Benefits for all Indiana Principals.....	5
➤ Cohort Data	6
➤ Cohort Data Map (8 years).....	7
➤ Cohort 6 Achievements	8
➤ Cohort 7 Achievements	9
➤ IPLI Partnerships	10
➤ IPLI Advisory Board.....	11
➤ Projected Budget	12
➤ Overview of IPLI Two-Year Program	13-16
➤ IPLI Extended	17
➤ Overall Results.....	18-19
➤ IPLI Goes to Washington	20
➤ IPLI's Response to COVID-19.....	21
➤ Moving Forward	22
➤ IPLI's New Director	23
➤ INALI - Overview of Two-Year Program	24
➤ INALI - Benefits of Participation	25
➤ INALI - Moving Forward	25
➤ Appendix A - IPLI Cohort 6 - 2019-2020 Seminar Exit Survey Results	26-40
➤ Appendix B - IPLI Cohort 7 - 2019-2020 Seminar Exit Survey Results	41-55
➤ Appendix C - IPLI Extended - 2019-2020 Seminar Exit Survey Results	56-58

LETTER FROM THE DIRECTOR:



June 30, 2020

Dear Partners in Education:

As Director of the Indiana Principal Leadership Institute (IPLI), it is an honor to present to you the 2019-2020 annual report of the Institute. Signed into law in May 2013, Senate Bill 402 authorized the creation of this two-year intensive professional development program for Indiana principals. In creating IPLI, the State recognized the impact principals have on student achievement. This one-of-a-kind leadership program is impacting principals and schools in unprecedented ways.



This past year has been memorable. IPLI Cohort 7 began July 9, 2019, with 56 principals and 13 mentors. With the addition of Cohort 7, over 400 principals have been directly impacted by IPLI's powerful professional development program. IPLI Extended, a one-year program for IPLI graduates, began on July 10, 2019, with 33 school leaders. In November, IPLI co-hosted the first National Summit on School Leadership with the U.S. Department of Education's Office of Elementary and Secondary Education in Washington, D.C. With a focus on cultivating equitable and culturally responsive educational communities, over 150 school leaders gathered to share best practices and examine their own and their schools' capacities for change. During the National Summit, IPLI had the opportunity to share the IPLI framework with multiple state and national leaders, and IPLI is engaged in ongoing conversations with these leaders to assist in developing similar leadership programs in their states.

Over the last four months, having a statewide principal professional learning community to support Indiana's school leaders as they have struggled with the challenges of the COVID-19 pandemic has been invaluable. IPLI met the needs of Indiana principals by increasing mentor contacts, developing and sharing resources, and intensifying regional networks of support. Although our April seminars had to be cancelled, virtual seminars were created. With assistance from their mentors, IPLI principals were able to complete their action research projects and develop and record presentations to share virtually with school leaders around the world.

The following report outlines the activities our principals, mentors, and teacher-leaders engaged in throughout the past year and the exit survey results from these events. These results and data collected from surveys and action research projects demonstrate the impact IPLI is having in Indiana.

IPLI continues to grow. This July, IPLI will begin its eighth cohort consisting of 64 principals and 14 mentors, our largest cohort to date. IPLI Extended will launch its second cohort in September with 44 IPLI graduates and 65 teacher-leaders participating. The Indiana New Administrator Leadership Institute (INALI), a partnership with the Indiana Association of School Principals, will start its seventh cohort on July 21, 2020, with over 80 new school administrators. I will be retiring this fall, and after a nationwide search, Dr. Kelly Andrews will become the new Director of IPLI on August 1, 2020.

During the next few months, school leaders across the state will be faced with developing a "new normal" for their schools. Never has the need for an aligned system of support for school leaders been greater, and IPLI, IPLI Extended, and INALI are fulfilling that need. We thank you for your support, and if you have any questions about this report, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Linda".

Linda Marrs-Morford, Director

The mission of the Indiana Principal Leadership Institute is to provide building-level principals with the skills and tools needed to increase their personal leadership capacities, as well as to increase the learning capacities of their schools.

OVERVIEW: Senate Bill 402 was signed by Governor Pence on May 11, 2013, creating the Indiana Principal Leadership Institute (IPLI), housed at Indiana State University's Bayh College of Education. IPLI is a two-year experience designed to address the professional needs of Indiana public school principals with an emphasis on student success. The Institute's first year focuses on increasing principals' capacities to address the current needs of their schools, such as teacher evaluation models, student performance, community involvement, and shaping a strong school culture. In year two, each principal and two teacher-leaders work together to increase the learning capacity of the school.

CONCEPTUAL FRAMEWORK: The conceptual framework for the model that guides IPLI is grounded in theory from the literature related to leadership capacity and learning organizations. It is separated into three parts to better understand the process:

- 1) **The interaction of personal (leadership improvement plan) and organizational goals (school improvement plan);**
- 2) **Using action research to create local knowledge; and**
- 3) **Using regional focus-cohorts as learning communities.**

It is through the processes of reflection, scientific inquiry, and collaboration that structure the best professional development for principals in the nation.

BENEFITS OF PARTICIPATION: Participation in IPLI includes the following benefits:

- **Two-year intensive professional development program;**
- **Mentoring by trained, highly-qualified mentors;**
- **Monthly regional focus-cohort meetings;**
- **Ten seminars featuring nationally-recognized school educators;**
- **Access to resources to support the needs of principals and their schools;**
- **Two-year membership in the Indiana Association of School Principals;**
- **Two-year registration for the Indiana Association of School Principals Fall Professionals Conference;**
- **Two-year registration for the Ed Leaders Network, an online, on-demand professional development site to enhance one's educational leadership;**
- **Networking opportunities with principals from across Indiana;**
- **An opportunity to enroll in 12 university credits toward the Indiana State University Educational Specialist's program at a significantly reduced tuition rate; and**
- **45 Professional Growth Plan (PGP) points for each year of participation.**

BENEFITS FOR ALL INDIANA PRINCIPALS: In addition to the targeted work with enrolled principals, IPLI is developing resources for use by all Indiana principals, their schools, and their school communities. These resources include:

- Access to the IPLI website (www.indianapli.org) and resources provided through IPLI's social media platforms (Twitter, Facebook);
- Access to IPLI e-newsletter;
- Access to IPLI blogs;
- Access to leadership assessments;
- Access to information about upcoming professional development opportunities throughout the state;
- Access to resources (such as checklists, leadership tips, organizational tools, and book summaries) located on IPLI website;
- Access to IPLI webinars dealing with hot topics in education;
- Access to research being conducted by IPLI participants; and
- Access to Indiana Association of School Principals Fall Conference speakers co-sponsored by IPLI. For example, on November 23, 2020, IPLI will co-sponsor the keynote speaker for the IASP Conference, Jon Gordon, author of *The Energy Bus: 10 Rules to Fuel Your Life, Work, and Team with Positive Energy*.

IPLI Direct Impact (Cumulative)	IPLI Indirect Impact
Total # of Principals Impacted <ul style="list-style-type: none"> • Year 1: 56 • Year 2: 108 • Year 3: 174 • Year 4: 239 • Year 5: 298 • Year 6: 347 • Year 7: 408 • Year 8: 472 	<ul style="list-style-type: none"> • Access for all Indiana educators to IPLI Action Research Projects completed by principals and school teams: www.indianapli.org • Access to IPLI resources: www.indianapli.org • Partnerships with Indiana Association of School Principals and Indiana Association of Public School Superintendents • Collaboration with U.S. Department of Education's Office of Elementary and Secondary Education to host the annual National School Leadership Summit
Total # of Teachers Impacted <ul style="list-style-type: none"> • Year 1: ~3,222 • Year 2: ~5,701 • Year 3: ~8,202 • Year 4: ~10,753 • Year 5: ~13,162 • Year 6: ~15,527 • Year 7: ~18,019 • Year 8: ~20,630 	
Total # of Students Impacted <ul style="list-style-type: none"> • Year 1: ~49,396 • Year 2: ~84,138 • Year 3: ~122,221 • Year 4: ~159,098 • Year 5: ~193,574 • Year 6: ~229,827 • Year 7: ~265,591 • Year 8: ~303,350 	

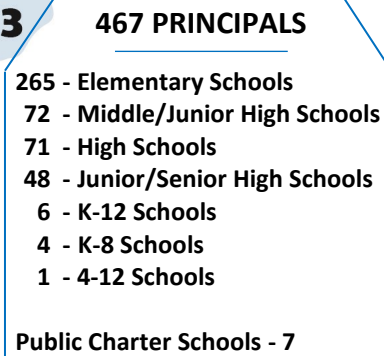
Impacting:
 ~1,900 Indiana Principals
 ~71,000 Teachers
 ~1,135,000 Students

IPLI COHORTS:

Cohort 6 2018-2020	Cohort 7 2019-2021	Cohort 8 2020-2022
<ul style="list-style-type: none"> ➤ 49 Principals ➤ 12 Mentors 	<ul style="list-style-type: none"> ➤ 56 Principals ➤ 13 Mentors 	<ul style="list-style-type: none"> ➤ 64 Principals ➤ 14 Mentors
BUILDING LEVELS	BUILDING LEVELS	BUILDING LEVELS
<ul style="list-style-type: none"> ➤ 27 - Elementary Schools ➤ 1 - K-8 School ➤ 6 - Middle / Junior High Schools ➤ 5 - Junior / Senior High Schools ➤ 10 - High Schools 	<ul style="list-style-type: none"> ➤ 39 - Elementary Schools ➤ 7 - Middle / Junior High Schools ➤ 3 - Junior / Senior High Schools ➤ 7 - High Schools 	<ul style="list-style-type: none"> ➤ 44 - Elementary Schools ➤ 9 - Middle / Junior High Schools ➤ 4 - Junior / Senior High Schools ➤ 4 - High Schools ➤ 2 - K-12 Schools ➤ 1 - K-8 School
FREE & REDUCED	FREE & REDUCED	FREE & REDUCED
<ul style="list-style-type: none"> ➤ 0.0%-19%: 5 schools ➤ 20%-29%: 3 schools ➤ 30%-39%: 8 schools ➤ 40%-49%: 12 schools ➤ 50%-59%: 3 schools ➤ 60%-69%: 9 schools ➤ 70%-79%: 3 schools ➤ 80%-89%: 3 schools ➤ 90%-100%: 2 schools ➤ NA: 1 school 	<ul style="list-style-type: none"> ➤ 0.0%-19%: 3 schools ➤ 20%-29%: 4 schools ➤ 30%-39%: 9 schools ➤ 40%-49%: 9 schools ➤ 50%-59%: 14 schools ➤ 60%-69%: 14 schools ➤ 70%-79%: 3 schools ➤ 80%-89%: 0 schools ➤ 90%-100%: 0 schools 	<ul style="list-style-type: none"> ➤ 0.0%-19%: 1 schools ➤ 20%-29%: 6 schools ➤ 30%-39%: 9 schools ➤ 40%-49%: 10 schools ➤ 50%-59%: 12 schools ➤ 60%-69%: 7 schools ➤ 70%-79%: 9 schools ➤ 80%-89%: 7 schools ➤ 90%-100%: 3 schools
A-F ACCOUNTABILITY	A-F ACCOUNTABILITY	A-F ACCOUNTABILITY
<ul style="list-style-type: none"> ➤ A: 12 schools ➤ B: 22 schools ➤ C: 10 schools ➤ D: 0 schools ➤ F: 4 schools ➤ NA: 1 school 	<ul style="list-style-type: none"> ➤ A: 13 schools ➤ B: 28 schools ➤ C: 10 schools ➤ D: 5 schools ➤ F: 0 schools 	<ul style="list-style-type: none"> ➤ A: 8 schools ➤ B: 23 schools ➤ C: 22 schools ➤ D: 10 schools ➤ F: 1 school

*For Cohorts 1 - 5 data, see previous IPLI Annual Reports at www.indianapli.org.

Cohort 1 Principals -- 56
Cohort 2 Principals -- 52
Cohort 3 Principals -- 66
Cohort 4 Principals -- 65
Cohort 5 Principals -- 59
Cohort 6 Principals -- 49
Cohort 7 Principals -- 56
Cohort 8 Principals -- 64



COHORT 6 ACHIEVEMENTS:

- In year two, teams consisting of the principal and two teacher-leaders from each school engaged in an intense study of their schools using the High Reliability Schools™ framework. This framework, based on 40 years of educational research, defines five progressive levels of performance that a school must master to become a high reliability school - where all students learn the content and skills they need for success in college, careers, and beyond.
- Each school team (principal plus two teacher-leaders) collected data to identify strengths and areas for growth using the Marzano High Reliability Schools™ leading indicators surveys. Teams developed action research projects focused on increasing the learning capacities of their schools.
- Fifty-two team action research projects were completed and posted on IPLI's website as a resource for Indiana schools. Outstanding projects will be selected to present at the Indiana Association of School Principals Fall Professionals Conference on November 22—24, 2020.
- Two principals presented their first-year, individual, action research projects at the Indiana Association of School Principals Fall Professionals Conference on November 24-26, 2019.

2019 Action Research Showcase

Topic	Number Presented
Instructional Leadership	14
Management	11
Self-Improvement	10
Building Leadership Capacity	5
Communication	4
Building Relationships	4

2020 Showcase of Schools

Teams' Action Research Topics	Number Presented
Safe, Supportive, & Collaborative Culture <ul style="list-style-type: none"> • Providing Student Support (Social/Emotional, PBIS, Living Wholehearted, Trauma-Informed Schools) • Pursuing Purposeful PLCs • Improving Relationships (Students & Staff) • Improving Communication • Improving School Safety 	14
Effective Teaching in Every Classroom <ul style="list-style-type: none"> • Creating an Instructional Model • Implementing Instructional Rounds • Improving Classroom Instruction 	37
Guaranteed & Viable Curriculum <ul style="list-style-type: none"> • Mapping Essential Standards • Development of Vocabulary Program 	1

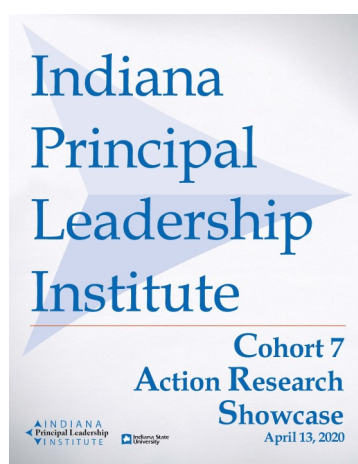


Cohort 6 graduated virtually during regional focus-cohort group meetings in June.

(<https://youtu.be/BcJSeExGosI>)

COHORT 7 ACHIEVEMENTS:

- In year one, principals are assigned to a regional focus-cohort in order to receive ongoing action research coaching and development of regional networking communities. Twelve regional cohorts were created and met on a monthly basis.
- Fifty-four principals and their mentors engaged in an intense study of key, research-based leadership behaviors shown to improve student achievement.
- Each principal administered a leadership assessment to their staff. The results of this assessment along with two other surveys (Dweck Mindset Assessment; Kafele's 50 Questions) were used to identify strengths and areas for potential growth. Using these data, principals developed a six-month action research project focused on increasing their leadership capacities.
- Video recordings of principals' action research project presentations were recorded and posted on IPLI's website as a resource for Indiana schools. Outstanding projects will be selected for presentation at the Indiana Association of School Principals Fall Professionals Conference November 22-24, 2020.



2020 Action Research Showcase

Topic	Number Presented
Instructional Leadership	25
Self-Improvement	16
School Culture	5
Management	4
Engaging Parents/Community	3
Collaboration	1



Cohort 7 Mentors, Brent Bokhart and Christy Merchant lead their groups in discussing how to identify their teacher-leaders for year two of IPLI.

IPLI PARTNERSHIPS: IPLI has worked very closely with the Indiana Association of School Principals (IASP), the Indiana Association of Public School Superintendents (IAPSS), the Indiana Department of Education, and various school districts around the state. These partnerships have resulted in increased communication and sharing of resources among the organizations and their members. For example, IASP provides facilities for mentor training sessions and IPLI Advisory Board meetings at no charge.

Another great example of how educational entities can work together to provide high-quality learning opportunities for Indiana's educators is IPLI's partnership with Lawrence Township School District. Lawrence Township allows IPLI to use its Community Center's professional development rooms for the September, January, and April IPLI Seminars. These facilities are provided at no charge to IPLI, saving IPLI over \$30,000. This relationship was facilitated by IASP and the Indiana State University Educational Leadership Department.

The J. Everett Light Career Center, part of the MSD of Washington Township, is another IPLI partner, providing free printing for some of IPLI's materials. Shawn Wright-Browner is the Director of the Career Center and served as a mentor in Cohorts 2, 4, and 6 and is currently a mentor for IPLI Extended Cohort 2. She is also a member of the IPLI Advisory Board.

IPLI has also developed a partnership with Marzano Research Laboratory to ensure that our participants are receiving the most up-to-date, research-based professional development available. For additional information about the Marzano Research Laboratory, please visit www.marzanoresearch.com.

During the first year of IPLI, it became clear that support for new Indiana building-level administrators was needed. Whereas IPLI supports practicing principals, little support was available for new principals, assistant principals, and deans. IPLI, IASP, and IAPSS worked together to create the Indiana New Administrator Leadership Institute (INALI), housed with IASP. Modeled after IPLI, the INALI program builds upon the annual IASP New Administrator Conference and creates ongoing support through seminars, mentoring, regional meetings and communication, and online, on-demand, professional development—Ed Leaders Network. Funds for the program come from district contributions and IASP. In its first year, 45 administrators enrolled in the program. The program has grown significantly over the past six years, and Cohort 7 with over 80 new school leaders will begin on July 21, 2020.

INALI Impact (Cumulative)

Total # of New Administrators Impacted

Year 1: 45
Year 2: 98
Year 3: 168
Year 4: 246
Year 5: 306
Year 6: 379

Total # of Teachers Impacted

Year 1: ~2,027
Year 2: ~4,661
Year 3: ~8,236
Year 4: ~11,964
Year 5: ~14,920
Year 6: ~19,054

Total # of Students Impacted

Year 1: ~30,413
Year 2: ~68,217
Year 3: ~123,769
Year 4: ~183,988
Year 5: ~227,903
Year 6: ~291,190

IPLI ADVISORY BOARD: By statute, the IPLI Advisory Board consists of eight members appointed by the president of Indiana State University and one member appointed by the State Superintendent of Public Instruction. Members serve a four-year term beginning May 1 in the year of appointment. Dr. Paul Kaiser serves as Chairperson for the board. The board met October 1, 2019, and June 10, 2020.

Groups	2017-2021 Board Members
State Superintendent appointment	Kelly Wittman, Chief Academic Officer, Indiana Department of Education
Practicing public school principals	Mike Pinto, James Cole Elementary School, Tippecanoe School Corporation Shawn Wright-Browner, J. Everett Light Career Center, MSD Washington Township
Members of the General Assembly	The Honorable Andy Zay, Indiana State Senator
Experts in administration, supervision, curriculum development, or evaluation who are members of the faculty of a state-supported university	Dr. Steve Gruenert, Professor, Indiana State University Department of Educational Leadership
Practicing school superintendents	Dr. Paul Kaiser, Superintendent, Beech Grove City Schools
Parents of public-school-age children	Dr. David Hoffert, Superintendent, Warsaw Community Schools
Practicing public school teachers	Elizabeth Joyce, Fairlawn Elementary School, Evansville Vanderburgh School Corporation
Members of the business or industry community	Rick Burger, Duke Energy, Terre Haute
Others:	Dr. Todd Bess, Executive Director, Indiana Association of School Principals Dr. John T. Coopman, Executive Director, Indiana Association of Public School Superintendents, Indianapolis Greg Goode, Government Relations Executive Director, Indiana State University



Todd Bess, Executive Director of the Indiana Association of School Principals was awarded the 2019 IPLI Service Award at the July Seminar. Pictured (l-r): IPLI Director, Linda Marrs-Morford; Todd Bess; Steve Gruenert, IPLI Liaison from the Bayh College of Education; and Greg Goode, ISU's Government Relations Executive Director.

PROJECTED BUDGET:

DESCRIPTION	2020-2021	2021-2022
Projected Expenditures:		
Personnel <ul style="list-style-type: none"> Salaries for Director, Program Coordinator, Student Workers Benefits for Director, Program Coordinator 	\$210,000	\$210,000
Contracted Services <ul style="list-style-type: none"> Mentor stipends Speaker stipends Data collection and analysis Consultant stipends 	\$240,000	\$235,000
Program Delivery Expenses <ul style="list-style-type: none"> Mentor travel reimbursement (seminars, site visits, regional meetings) IPLI personnel travel (seminars, regional meetings, conferences, association meetings) Speaker and consultant travel Postage Phone and fax lines Printing services 	\$75,000	\$80,000
Other Services <ul style="list-style-type: none"> IASP memberships IASP conference registrations Food for seminars Seminar facility costs 	\$105,000	\$105,000
Total Supplies	\$20,000	\$20,000
Expenditures Total	\$650,000	\$650,000
Projected Revenue:		
State Appropriation	\$600,000	\$600,000
District \$1,000/Principal (1 year only)	\$50,000	\$50,000*
Revenue Total	\$650,000	\$650,000

*The Indiana Department of Education is paying the one-time \$1000 district contribution for IPLI Cohort 8 principals and registration fees for graduates and teacher-leaders for IPLI Extended Cohort 2.

INDIANA STATE UNIVERSITY IN-KIND CONTRIBUTIONS: Indiana State University provides office space for IPLI at no charge. IPLI's home is the Bayh College of Education. In addition, operational support, training of IPLI staff, and technology support including housing the website on the university server are provided as in-kind contributions.

Faculty members from the Department of Educational Leadership's PK-12 Building and District Administration Program serve as resources for the program and oversee the awarding of graduate credit for participation in IPLI. Dr. Steve Gruenert is the department liaison to IPLI and serves on the IPLI Advisory Board.

OVERVIEW OF IPLI TWO-YEAR PROGRAM:

YEAR 1 — FOCUS ON THE PRINCIPAL

Month	Focus/Activities	Speakers
July: 2 days	Two-Day Summer Seminar: <ul style="list-style-type: none"> • Understanding action research • Leadership development • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • Linda Marrs-Morford/Steve Gruenert: Overview of IPLI • Leadership Keynote - TBD • Nancy Dana - Overview of action research & mini AR projects • Two Leadership Keynotes - TBD
August	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Share progress of mini AR projects • Hot topics/issues 	
September	Seminar - Focus on Principal as Instructional Leader: <ul style="list-style-type: none"> • Leadership development • Building-level hot topic sessions • Regional focus-cohort meetings - start developing leadership AR project 	<ul style="list-style-type: none"> • Annette Breaux: <i>10-Minute Inservice</i> • Leadership Keynote - TBD
October	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Continued development of leadership AR project • Hot topics/issues 	
November	Seminar - In conjunction with IASP Conference: <ul style="list-style-type: none"> • Leadership development • Attendance at conference Sunday, Monday, and Tuesday • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • IASP Leadership Keynotes: Sunday, Monday, and Tuesday - TBD • Concurrent sessions: Monday and Tuesday
December	No meetings	
January	Seminar - Focus on Principal as Instructional Leader: <ul style="list-style-type: none"> • Leadership development • Progress update on individual leadership action research projects • Building-level hot topics • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • Leadership Keynote - TBD
February	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Progress report on individual leadership AR project • Hot topics / issues 	
March	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Progress report on individual leadership AR project • Hot topics / issues 	

OVERVIEW OF IPLI TWO-YEAR PROGRAM (Continued):

YEAR 1 — FOCUS ON THE PRINCIPAL (Continued)

Month	Focus/Activities	Speakers
April	Seminar – Action Research Showcase: <ul style="list-style-type: none"> • Leadership development • Understanding and shaping school culture • Each principal shares results of AR leadership project • Selecting teacher-leaders for year two • Building-level hot topic sessions 	<ul style="list-style-type: none"> • Nancy Dana - <i>AR Showcase Celebration</i> • Linda Marrs-Morford: Overview of IPLI year 2 • Steve Gruenert - <i>School Culture</i> and selecting year two teacher-leaders
May or June	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Selecting teacher-leaders for year two • Using AR as part of continuous learning cycle for school leaders • Hot topics / issues 	



Dr. John Hattie and Dave Nagel presented to over 450 IPLI Cohorts 6 & 7 participants, IPLI graduates, and invited guests during the 2019 July Seminar at Indiana State University.



OVERVIEW OF IPLI TWO-YEAR PROGRAM (Continued):

YEAR 2 — FOCUS ON THE SCHOOL

Month	Focus/Activities	Speakers
July: 2 days	Two-Day Summer Seminar: <ul style="list-style-type: none"> • Leadership for school improvement—principal and teacher-leaders • Critical commitments to improve schools • Analyze Level 1 HRS™ data • Share AR projects with new cohort • Mini AR SIP project 	<ul style="list-style-type: none"> • Leadership Keynotes - TBD • Tammy Heflebower, Marzano Research, <i>The Journey to Becoming a Professional Learning Community - Safe and Collaborative Culture</i>
August	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • Progress report on team mini AR projects • Analyzing data for school improvement planning • Hot topics / issues 	
September	Seminar: <ul style="list-style-type: none"> • Share results of mini AR SIP project • Critical commitments to improve schools • Analyze Level 2 HRS™ data • Development of AR SIP project • Building-level hot topic sessions • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • Phil Warrick, Marzano Research, <i>The Journey to Becoming a Professional Learning Community - Ensuring Effective Teaching in Every Classroom</i>
October	Regional Focus-Cohort Meetings: <ul style="list-style-type: none"> • SIP - Where do we start? Review critical commitments • Development of AR SIP project • Hot topics/issues 	
November	Seminar - In conjunction with IASP Conference: <ul style="list-style-type: none"> • Leadership development • Attendance at conference Sunday, Monday, and Tuesday • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • IASP Leadership Keynotes: Sunday, Monday, and Tuesday - TBD • Concurrent sessions: Monday and Tuesday
December	No Meetings	
January	Seminar: <ul style="list-style-type: none"> • Critical commitments to improve schools • Analyze Level 3 HRS™ data • Share progress on AR SIP project • Building-level hot topic sessions • Regional focus-cohort meetings 	<ul style="list-style-type: none"> • Phil Warrick, Marzano Research, <i>The Journey to Becoming a Professional Learning Community - Guaranteed & Viable Curriculum</i>

OVERVIEW OF IPLI TWO-YEAR PROGRAM (Continued):

YEAR 2 — FOCUS ON THE SCHOOL (Continued)

Month	Focus/Activities	Speakers
February	Regional focus-cohort meetings: <ul style="list-style-type: none"> Review progress of AR SIP project Hot topics/issues 	
March	Regional focus-cohort meetings: <ul style="list-style-type: none"> Review progress of AR SIP project SIP for next year Hot topics/issues 	
April	Seminar: <ul style="list-style-type: none"> Leadership development AR Showcase of Schools Graduation 	<ul style="list-style-type: none"> Leadership Keynote - TBD
May or June	Regional focus-cohort meetings: <ul style="list-style-type: none"> Bringing closure to IPLI Celebration Hot topics / issues 	

In addition,

- Each year mentors will conduct two site visits to each principal's school - one in the fall and one in the spring.
- Mentors will maintain regular (weekly) communication with regional focus-cohort members.
- The IPLI website will be updated regularly to include resources for principals.
- IPLI will publish quarterly newsletters to provide information and resources for school leaders.
- IPLI will utilize various social media networks to communicate, develop professional networking, and provide resources for school leaders.
- IPLI will provide information about state and national professional development opportunities available to Indiana educators.

Dr. Tammy Heflebower presented *The Journey to Becoming a Professional Learning Community - Safe and Collaborative Culture* to Cohort 6 during the July 2019 Seminar.

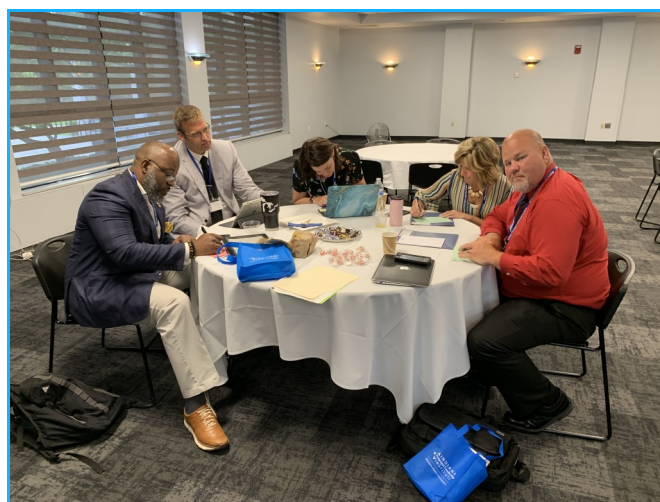


IPLI EXTENDED: The feedback IPLI receives from its principals, mentors, teacher-leaders, and superintendents is continuously utilized to make improvements to the two-year program. An example of this is the recent creation of IPLI Extended—an ongoing professional development program for IPLI graduates. Modeled after IPLI, IPLI Extended is a one-year program and includes three one-day seminars, six regional focus-cohort meetings, access to resources to support the needs of principals and their schools, and 30 Professional Growth Plan (PGP) points. Each year, IPLI selects a theme building on the work completed as part of IPLI, and enrollment is open to all graduates. The cost is \$500 for the year. Principals may elect to bring additional school personnel to the three seminars at a cost of \$150 per participant. IPLI also offers a reduced rate for IASP membership and conference registration as part of the program.

INDIANA Principal Leadership INSTITUTE EXTENDED

Cohort 1 launched on July 10, 2019, during the IPLI Summer Seminar. The theme for the year focused on the work of Dr. John Hattie—*Ten Mindframes for Visible Learning*, the mindframes educators need to adopt in order to maximize student success. Dr. Hattie shared his research and implications for educators at the Summer Seminar. Dave Nagel continued the conversations in September and January, focusing his presentations on creating assessment-capable visible learners and building teacher efficacy.

IPLI Extended Cohort 2 will begin on September 24, 2020. Over 40 principals and more than 60 teacher-leaders will be working with Dr. Phil Warrick from Marzano Research to delve deeper into ensuring effective teaching in every classroom. The Indiana Department of Education is paying the registration fees for IPLI graduates and their teacher-leaders for the 2020-2021 cohort.



IPLI Extended members meeting in their regional focus-cohorts at the 2019 Summer Seminar.

OVERALL RESULTS: Early data substantiates IPLI's dramatic impact on school administrators, both personally and professionally, and their schools. Although recent research suggests that it takes five years to fully stabilize and improve the teaching staff and to implement completely policies and the practices that positively impact the school's performance (Center for Public Education), preliminary data indicate that IPLI is impacting student achievement in our participants' schools! Twenty of the 56 principals in Cohort 1 increased school-level grades after one year. Unfortunately, because of changes to Indiana's student achievement assessments each year, data from the last four years are not usable for comparison purposes.

Instead, IPLI has conducted several statistical analyses on elementary, middle, and high school assessment passing rates and graduation rates from the past four years for Cohorts 1, 2, and 3 to begin to identify differences between IPLI schools and non-IPLI schools. Preliminary data indicate the following:

- While statewide passing percentages decreased from 2016 to 2017 and 2017 to 2018 at the elementary and middle school levels, IPLI Cohort 1 demonstrated increases on four of the six measures. Cohorts 2 and 3 exceeded the statewide passing average on all measures.
- At the high school level, the combined IPLI cohorts were consistently above the statewide mean on testing pass rates. The combined IPLI cohorts have higher mean graduation rates in comparison to the statewide average.

In addition, IPLI administers exit surveys at the end of every seminar. Appendices A-C provide the following detailed data reports:

- IPLI Cohort 6 - 2019-2020 Seminar Exit Survey Results (Appendix A)
- IPLI Cohort 7 - 2019-2020 Seminar Exit Survey Results (Appendix B)
- IPLI Extended Cohort 1 - 2019-2020 Seminar Exit Survey Results (Appendix C)

Because of the COVID-19 pandemic, IPLI was not able to hold its April Seminars. Therefore, exit survey results from the April seminars are not included. In addition, due to immense stress on school leaders during the last few months of the 2019-2020 school year, IPLI did not conduct program exit surveys with superintendents and principals. The following table summarizes key results from IPLI Cohort 1-5 Program Exit Surveys.

IPLI COHORT PRINCIPALS' RATINGS (Cohorts 1-5)			
Survey Item	Cohorts 1 - 4	Cohort 5	Combined Ratings
Value of Overall Experience	9.14 out of 10	9.57 out of 10	9.23 out of 10
Overall Seminar Rating	8.71 out of 10	9.10 out of 10	8.79 out of 10
Value of Monthly regional focus-cohort meetings	8.36 out of 10	9.38 out of 10	8.56 out of 10
Value of the action research projects	8.47 out of 10	9.01 out of 10	8.58 out of 10
Value of including two teachers in year two	8.91 out of 10	9.56 out of 10	9.01 out of 10
Value of using the High Reliability Schools Framework in year two	8.63 out of 10	9.56 out of 10	8.81 out of 10
Quality of the mentoring relationship	9.16 out of 10	9.51 out of 10	9.22 out of 10
Would recommend IPLI to other principals	100% Yes	100% Yes	100% Yes

OVERALL RESULTS (Continued):

IPLI SUPERINTENDENTS' RATINGS (Cohorts 1-5)			
Survey Item	Cohort 1 - 4	Cohort 5	Combined Ratings
Did the leadership capacity of your principal increase as a result of IPLI?	94.3% Yes	100% Yes	95.40% Yes
Impact of the IPLI seminars	8.45 out of 10	9.0 out of 10	8.56 out of 10
Impact of the mentoring provided	8.37 out of 10	8.5 out of 10	8.40 out of 10
Impact of the monthly regional focus-cohort meetings	8.24 out of 10	9.0 out of 10	8.39 out of 10
Value of including two teachers in year two	8.47 out of 10	9.6 out of 10	8.70 out of 10
Value of using the High Reliability Framework in year two	8.42 out of 10	9.8 out of 10	8.69 out of 10
Would encourage other superintendents to provide the opportunity for their principal to participate in IPLI	98% Yes	100% Yes	98% Yes

Survey ratings and comments from every seminar and program exit survey have been used to make improvements to the program. Superintendents are stating that IPLI is having a significant impact on the leadership capacity of their principals. One-hundred percent (100%) of principals and 97% of superintendents would recommend the program to their respective colleagues. Several principals indicated that IPLI was the best professional development experience they have had in their careers.

Casey Stansifer, Principal at Hunteartown Elementary School and a Cohort 7 participant, has been greatly impacted by the mentoring component of IPLI. He reflects, *"The IPLI program has been an invaluable resource to building my capacity as a leader. Gaining a perspective of issues and learning from systems and processes outside of my own school district has helped shape the way I lead. David Robertson, my IPLI mentor, has helped me understand the value of leading with authenticity. I strive to put my concern for the people in my organization first because of Dr. Robertson's mentorship. Specifically, Dr. Robertson helped me understand that meaningful conversations with staff throughout the school year about their own growth and progress is more valuable than any teacher evaluation rubric or effectiveness rating. He taught me that leading is listening. We accomplish more when we empathize with others' situations than when we try to "fix" things. Overall, the IPLI program has been transformative to my growth as a leader because of the opportunity to work closely with my mentor and a small cohort throughout the year."*



Casey Stansifer in action, leading a sing-a-long with his students.

IPLI GOES TO WASHINGTON: On November 13-14, 2019, IPLI cohosted the first National Summit on School Leadership with the U.S. Department of Education's Office of Elementary and Secondary Education in Washington D.C. This joint effort between IPLI and the Office of Elementary and Secondary Education focused on four areas:

- ◆ Equity and Cultural Responsiveness
- ◆ Community of Care and Support for Students
- ◆ Professional Community for Teachers and Staff
- ◆ Meaningful Engagement of Families and Community

Over 150 school leaders gathered including representatives from IPLI, the U.S. Department of Education, the National Association of Elementary School Principals, the National Association of Secondary School Principals, the Council of Chief State School Officers, and National Blue Ribbon School's Bell Award Winners. In addition to hearing from excellent school leaders and engaging in meaningful conversations with colleagues, attendees created an action plan designed for immediate implementation.

IPLI Director Linda Marrs-Morford and Dr. Steve Gruenert, ISU's Department of Educational Leadership's IPLI liaison, presented a session sharing how Indiana has created an aligned system of support through the creation of IPLI, IPLI Extended, and INALI. Several state leaders have contacted IPLI for additional information about the program.

After the Summit, IPLI Leadership Team members visited Indiana legislators' offices to share information about IPLI and the National Summit. Plans are currently underway for the second National Summit on School Leadership to be held November 3-4, 2020, in Washington, D.C.



**Leadership Team members at the 2019 National Summit on School Leadership.
Pictured (l-r): Steve Gruenert, David Robertson, Jane Rogers, Linda Marrs-Morford,
Lori Davis, Brian Disney, Rhonda Roos, and Amy Linkel.**

IPLI'S RESPONSE TO COVID-19

➤ Rescheduling of 2020 April Seminars

- Keynote speakers' presentations were recorded and shared with principals and teams.
- A virtual Cohort 6 graduation ceremony was created for mentors to use at their June regional focus-cohort meetings. The ceremony may be viewed at <https://youtu.be/BcJSeExGosl>.
- Principals and teams recorded their action research presentations to be placed on IPLI website as resources for colleagues and all Indiana educators.

➤ Increased Mentoring Support for Principals

➤ Weekly IPLI "Hangouts" to Support Mentors

➤ Development and Sharing of Resources: www.indianapli.org/ipli-resources/elearning

➤ Sharing of Resources Through Social Networking Sites such as Twitter



Cohort 6 Mentor Jane Rogers celebrated graduation with her four principals, Wendy Ivey, Nancy Campbell, Rob Willman, and Michelle Ginkins, at a local restaurant.



IPLI Cohort 6 Mentor Angie Harris utilized a hybrid format to celebrate graduation with her principals. Angileah Bark, Jennifer Coyle, and Haley Ringwald Zoomed in while Richard Brown, Karalyn Skinner, and Ashley Hammond met face-to-face.

MOVING FORWARD: The 2020-2021 school year promises to be a year of change for IPLI. The COVID-19 pandemic will continue to impact IPLI and our Indiana schools. The 2020 Summer Seminar is being held in a hybrid delivery model. Keynote speakers will be viewed virtually with focus-cohorts meeting face-to-face in their regions. To ensure safety of all participants, one day of the Summer Seminar has been moved to November 22, 2020. IPLI hopes to meet face-to-face the remainder of the year but will monitor social distancing requirements to determine delivery methods for scheduled meetings.

IPLI leadership will also be changing this upcoming year. Director Dr. Linda Marrs-Morford will be retiring, and Dr. Kelly Andrews will assume leadership for IPLI on August 1, 2020. Dr. Marrs-Morford has served as Director since the beginning of IPLI.

As IPLI moves into year eight, we will move forward with our plans to study the long-term effects of IPLI on school leaders and their institutions, beginning with Cohort 1. Unfortunately, because of the recent yearly changes to state assessments, student achievement data for comparison purposes is only available for two years (2013 and 2014). Therefore, IPLI will utilize the data from the pre-assessments we have administered (School Culture Survey, Leadership Survey, and High Reliability Schools™ Surveys) during the program and conduct post-graduation assessments to evaluate the impact of the program. We will also examine other factors such as principal turnover in an effort to determine IPLI's long-term influence on school leadership and student achievement.

The IPLI Director, Design Team, and Leadership Team continue to share the work of IPLI through conference presentations and publications. In addition, 18 IPLI graduates presented at the 2019 Indiana Association of School Principals Fall Professionals Conference. Proposals to present Cohort 6 team research and Cohort 7 individual research at the 2020 IASP Fall Professionals Conference will be submitted in July.

IPLI continues to share the success of the program on a national level. IPLI jointly hosted with the U.S. Department of Education's Office of Elementary and Secondary Education the first National Principal Leadership Summit on November 13 and 14, 2019. Plans are currently underway for another summit scheduled for November 3-4, 2020.

Indiana is a leader in innovative support for principals and their schools. The support our school leaders are receiving is invaluable, as the comments from our participants indicate. IPLI continues to grow, and the vision provided by the General Assembly is being realized and expanding. Here at IPLI, we are looking forward to another great year of learning!



Although the IPLI Cohort 6 Graduation Ceremony had to be cancelled, principals and mentors were able to meet in June to celebrate in small groups. Here, members of Tina Noe's regional focus-cohort pose for a graduation picture. (L-R: Craig Smith, Chris Gearlds, Jerome Lahlou, and Jennifer Teare)

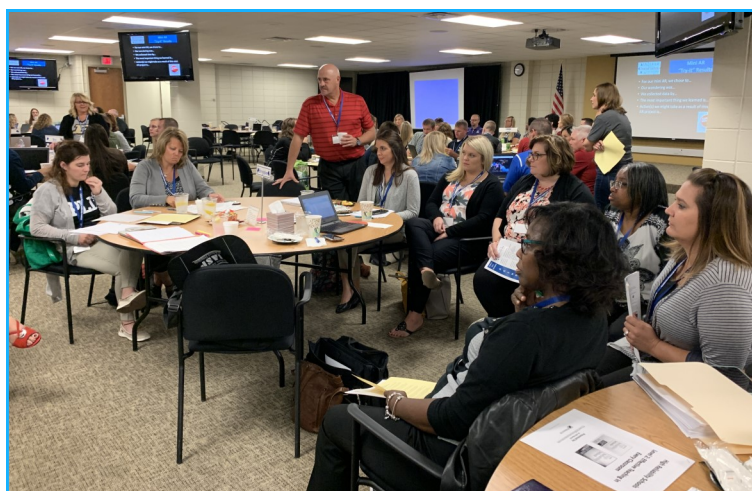
IPLI'S NEW DIRECTOR: After an extensive search process, Dr. Kelly A. Andrews has been selected as the next Director of the Indiana Principal Leadership Institute, beginning August 1, 2020. A 20-year veteran school administrator, Dr. Andrews began her career as an elementary teacher in Centerville, Indiana. She has served as a guidance counselor, assistant principal, and principal in various Indiana districts, most recently as principal at Charles Elementary in Richmond. Dr. Andrews was very active in the Indiana Association of School Principals and served as President in 2015. She is currently the Executive Director of Doctors Charter School of Miami Shores, Florida, a public charter school in the Miami-Dade County Public Schools, the third largest school district in the United States. Dr. Andrews is a member of the Board of Directors for the Florida Consortium of Public Charter Schools.



Dr. Kelly Andrews

Dr. Andrews completed her doctorate at Ball State University. Her research interests focus on the evaluation of teachers and principals. She presented her published research on the evaluation of principals in Indiana at the American Educational Research Association in Washington, DC in 2016. Dr. Andrews has also served as an adjunct professor in Educational Leadership at Ball State University.

Dr. Andrews is looking forward to her new role as Director of IPLI. She states, "Effective school principals are needed to lead efforts toward quality educational opportunities for all students. IPLI provides opportunities for contemporary leaders to grow their craft while practicing in the field and connecting with other principals across the state. Building these new relationships and delving into the most recent research in the field, IPLI has become a leading professional development choice for all principals. I am honored to become a part of the IPLI and ISU teams leading these efforts in this new decade."



IPLI Cohort 6 Teams sharing an update on their action research projects at the January 28, 2020, seminar.



IPLI Cohort 7 Principal AnnMarie Caballero and Mentor John Ralston engaging in a leadership discussion at the IPLI 2019 Summer Seminar.

INDIANA NEW ADMINISTRATOR LEADERSHIP INSTITUTE (INALI): Recognizing the need for support and professional development for new school administrators, in 2014, IPLI, the Indiana Association of School Principals (IASP), and the Indiana Association of Public School Superintendents (IAPSS) partnered to create the Indiana New Administrator Leadership Institute (INALI). Modeled after IPLI, INALI is funded through corporation contributions, grants, and IASP support. Since its inception, over 300 new administrators have received the knowledge, skills, and mentoring they need to be successful leaders. In July, INALI will begin its sixth cohort.

OVERVIEW OF INDIANA NEW ADMINISTRATOR LEADERSHIP INSTITUTE (INALI) TWO-YEAR PROGRAM:

Year 1			Year 2		
Month	Activities		Month	Activities	
July: 2 days	INALI New Administrator Workshop and Evaluation Training		July	INALI New Administrator Workshop	
August	Regional Meetings		August	Regional Meetings	
September	INALI Seminar		September	INALI Seminar	
October	Regional Meetings		October	Regional Meetings	
November	IASP Assistant Principals/Deans Conference or IASP Principals Conference		November	IASP Assistant Principals/Deans Conference or IASP Principals Conference	
December	No Meetings		December	No Meetings	
January	Regional Meetings		January	Regional Meetings	
February	INALI Seminar		February	INALI Seminar & Graduation	
March	Regional Meetings		March	Regional Meetings	
April	Regional Meetings		April	Regional Meetings	
May/June	Regional Meetings		May/June	Regional Meetings	

In addition,

- Each year mentors will conduct two site visits to each new administrator's school; one in the fall and one in the spring.
- Mentors will maintain regular (weekly) communication with regional focus-cohort members.
- The IPLI website will be updated regularly to include resources for new administrators.
- IPLI will publish quarterly newsletters to provide information and resources for school leaders.
- IPLI will utilize various social media networks to communicate, develop professional networking, and provide resources for school leaders.
- IPLI will provide information about state and national professional development opportunities available to Indiana educators.

INALI BENEFITS OF PARTICIPATION: Participation in INALI includes the following benefits:

- Two years of membership in IASP;
- Two years of state conference attendance;
- Two years of professional development seminars in Indianapolis (July, September, February);
- Two years of mentoring by a retired or practicing administrator;
- Two years of regional cohort meetings with a mentor and regional group;
- One-on-one school visits by a mentor (fall and spring of each year);
- Two years of membership in Ed Leaders Network: An on-demand, online, professional development site to enhance educational leadership; and
- 45 PGP points for each year of participation. Completion of INALI fulfills IMAP requirements.

MOVING FORWARD: Based on the feedback from INALI participants, INALI continues to evolve. For example, originally in year two of INALI, participants had the option of attending the year-one seminars along with the new cohort. INALI Participants recommended adding seminars targeted specifically for year-two participants. As a result, year two includes seminars focused on the needs of second-year new administrators.

This summer, INALI will welcome over 80 new administrators to Cohort 7. The Indiana Department of Education is paying the one-time \$1000 registration fee for INALI Cohort 7. Together, INALI, IPLI, and IPLI Extended are providing an aligned system of support for school administrators to enable them to lead highly effective schools.



The Indiana New Administrators Leadership Institute (INALI) graduated 62 new school administrators on February 5, 2020, as part of Cohort 5.



APPENDIX

A

IPLI Cohort 6

2019-2020 Seminar Exit Survey Results

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS:

Activity	Overall Seminar Rating	Comments from Exit Surveys
Summer Seminar July 10-11, 2019		<p><u>Overall:</u></p> <ul style="list-style-type: none"> <i>I love coming and hearing validation for the direction my leadership is going, but more importantly, time to reflect and listen. Listening and learning has helped me grow as a leader. IPLI pushes me out of my comfort zone and take a REAL look in the mirror of what I think I am "seeing" and the perception of others. The perception is so important and has helped me work on myself as a leader.</i> <i>As a teacher-leader, I appreciated the high quality growth experience and enjoyed the opportunity to not only bond with my principal, but also other leaders in my region and around the state. The keynote speakers were fantastic, and their messages were both eye-opening and practical!</i> <i>I was disappointed with day 1. I was very excited about hearing Hattie speak, however, his presentation style, accent, and illness made it difficult to understand and follow along. Also, Brian Disney did a great job of presenting the AR process, however, probably not the most dynamic and engaging topic to start off with for teachers first taste of IPLI. Day 1 ran very smoothly. Process of sharing AR projects went well. Day 2 speaker - Tammy was incredible.</i> <i>Would have preferred more time to review our survey data/work with teacher team.</i> <i>The second day was more beneficial than the first.</i> <i>Wow! Lots of great information! I'm excited to be a part of effecting change in my school to become a High Reliability School!</i> <i>The presenters are always great, but even better this time.</i> <i>As a teacher leader I feel that I learned a lot and I can work with my principal with ideas and advancements in our school. It was definitely a great experience and I learned so much.</i> <i>It was very helpful. The information was deep and philosophical, but also practical.</i> <i>IPLI is one of the two best PD opportunities I have ever attended. Keep up the great work!</i> <i>Always motivating and powerful personal and professional growth.</i> <i>Content was excellent. Almost need an additional morning.</i> <i>This was one of the most well organized, informative seminars that I've ever attended.</i> <i>The information presented provided relevant and useful ideas and strategies for improving school culture, teaching, learning, and monitoring. Additionally, I enjoyed getting to meet and collaborate with professionals from other districts.</i> <i>I feel honored to be a part of the IPLI. I have had the opportunity to grow my social network as a teacher leader. I am leaving with excellent resources. The presentations were witty, enlightening and educational.</i> <i>I cannot state what a blessing this session was. I have a clear plan to take back and tools that I can readily use. Our students, parents, and teachers will all benefit.</i>
Principals	8.89/10 (great impact)	
Teachers	8.82/10 (great impact)	

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Summer Seminar July 10-11, 2019 (Continued)</p>	<p><u>From Dave Nagel: Digging Deeper with Visible Learning: Leading Next Steps in My School or District:</u></p> <ul style="list-style-type: none"> • Easy to understand, applicable. • I appreciated the videos and examples of how to make learning visible for our students. It was encouraging to see actual student demonstrating the model. • First time seeing him and will continue to follow his work. • Very interactive and engaging. • His presentations style was somewhat captivating. Great knowledge shared. • I liked the videos of kids because I could see how to implement it. • Fun and engaging. Good sense of humor. Very informative. • Good information and did a good of presenting the information. • Great resources and strategies shared. Loved his sense of humor. • He is a true teacher and speaker. Very engaging. • I appreciate Dave's ability to infuse humor and common practice into the delivery of his information and research. • I am very grateful for the IPLI experience. The professional development and professional collaboration have helped to improve my practice. • Clarity will be a focus in every step of our improvement plan. Even though I knew clarity was important in my classroom, Dave made a huge impact on how I understand the many ways clarity can be applied in school improvement efforts. • I appreciated how Dave emphasized that I can do anything, but I can't do everything. This is important because he had so much great info, I could get easily overwhelmed by trying to try too many new things at once. Definitely going to look at what initiatives will have the biggest impact. Learning Goals/ Success Criteria anchor charts...this has many applications. Just creating these charts helps the teacher to focus and bring clarity to teaching and learning. <p><u>From Dr. John Hattie - 10 Mindframes for Visible Learning:</u></p> <ul style="list-style-type: none"> • I had always wanted to hear Dr. Hattie. This was a rare and valued experience. • The information was excellent. It was difficult to hear/understand him (mostly due to illness). • Legend! • Incredible having him at IPLI. • Loved the content. I had a little trouble hearing him. • Not practical enough. • I found it difficult to follow...only because of his accent. • He is so knowledgeable, but I had a difficult time hearing him and understanding the material presented. He is a phenomenal educator with great research. • He is a superstar. His presentation was insightful, meaningful, and comprehensive. He left us with many practical take-aways.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Summer Seminar July 10-11, 2019 (Continued)</p>	<p><u>From Dr. Tammy Heflebower: The Journey to Becoming a Professional Learning Community:</u></p> <ul style="list-style-type: none"> • Lots of useful information and strategies. Loved it. • I appreciated all of the information presented and the way it was presented. Very clear and concise directions. I also loved her sense of humor. • She did a great job presenting the information and providing examples. • This day was probably the most beneficial. She gave us time to reflect on the process and provided a "jump start." • Outstanding start to learn about HRS. • LOVED IT ... I LOVED how she told us where to find things in the book. • Tammy was great. Very engaging - loved how she modeled the activities. She gave a ton of resources. Very clear and great stories and examples. • She was high energy and had very useful ideas that I can take back to my school. • Very relevant and great delivery of the information. • Great content, would've liked a little more time to work with groups. • Lots of GREAT information and resources. Way to go Tammy! • Engaging speaker with practical tips and helpful suggestions. • Tammy provided practical information that we will be able to take back and implement immediately at our school. • I liked the thoughts she shared, but again, I wish we had had more time built in to share and build some ideas with our building teams while the ideas were happening. Having to make a note to revisit later dilutes some of the excitement of the idea and increases the risk of either forgetting the idea or some of the nuances that led to it. • Excellent!!! I would love to bring her back so my fellow colleagues could hear her presentation. She was very straightforward which I appreciated. Again, like Dave, she made several statements that were true of my school. She opened my eyes to some issues that we as a learning team must address. <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • Continued culture building. Some movement towards common curriculum. • Creating norms. • Creating a system for regularly welcoming student and teacher feedback. • Data talks! We have identified our areas of concern and have an action plan started to make a change! • Developing Success Criteria in our PLCs. • I want to work on the Visible Learning piece – How do students know they are learning? What makes a learner? • Implementing professional learning communities. • Implementing the AR activity. • Improving PLCs.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Summer Seminar July 10-11, 2019 (Continued)</p>	<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school (Continued):</u></p> <ul style="list-style-type: none"> • Process of establishing norms for staff meeting and for PLCs as well as the Compass Activity. • Still haven't sorted it all out in my head. It is going to take me a few days to work it out. • Survey data for improvement. • The team building activities (even if I find them cheesy, they are necessary LOL). • Too many to list. We gleaned something from every interaction. Please don't change anything. It was a great two days. • We are beginning grade level PLC work this school year, and the high reliability information will be the driving force. • Toxic culture versus healthy culture. • We are going to work on the school's collaborative culture. We will add lots of team building to our interactions. • Well, moving to a new school...gives me a lot to find out about the new school and a lot of planning to do. • Working on developing a clear instructional model with common language. • Compass team building. • Dave Nagel provided a great tool for students to evaluate their performance on assessments. This four-way grid gives students insight about assessment tasks/questions and how they can improve. This conference also affirmed the importance that direct instruction has in the lives of our students. • Don't be a bell curve teacher! Three question to ask yourself. • I am going to implement the strategy of having students take ownership of their own learning by having them rate and describe their proficiency in targeted skills. • I am going to start using the vocabulary: Learning Target and Success Criteria. Love that wording instead of lesson objective. • The team building. The standards revamping the scale from Heflebower. It may be exactly what we need to start to see improvements in mastery. Student ownership of grades. • I'll be using a few of the bonding games in my department and my classroom, but in terms of school improvement, the message of clarity came through loud and clear and will help us to revisit our PLC norms in year two with a stronger leadership perspective. We also want to share the power of defining acceptable adult behaviors and creating instructional models with the entire staff, as well. • One thing that I will take away from this seminar and use in my school immediately is making sure that we are clear in our learning intentions and success criteria.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar Rating	Comments from Exit Surveys
Seminar September 24, 2019		<u>Overall:</u>
Principals	9.38/10 (great impact)	<ul style="list-style-type: none"> • Took away a lot of great information regarding 2.1-2.5. Talked with my team about creating a plan to implement an instructional model for our building. We are actually meeting next week to begin that process. • Very thought provoking. • The last speaker for the teacher leaders was incredible. She had so many good (and simple) ideas, and she presented them in a way that was engaging and fun! I really enjoyed her! • The information provided today was wonderful. The items discussed are things we would like to implement within our school setting. • Phil Warrick was excellent; he has stretched my thinking and I'm eager to take the next steps. • Outstanding presentation of information for the main part of the seminar, although the amount of material presented is slightly overwhelming and bordering on too long. The afternoon presenter for the teacher leaders was a treat. • Very informative! • The timing of our learning is impeccable! • The information we received today is just what I needed to move forward. • The information was very practical - something I can use right away. • Thank you for the wonderful PD and for spoiling us! • Phil Warrick was amazing! I always enjoy his practical guidance and applicable real life examples! • Mr. Warrick was great! Wish we had another 2-3 hours with him. • More work time with our teacher leaders - would have been nice to process some next actions for our Level 2 data. • Loved the speakers! Great information. Thank you for all of the planning that goes into making this an outstanding program. • Loved the first speaker! Very practical with strategies to easily implement. • I found that my teacher leaders and I were able to take the time to reflect and come back with useful information. IPLI continues to do a great job! • Great day of learning with Phil. Powerful and Practical information. • Appreciated the wealth of information and especially appreciated the opportunities to have discussion with leaders and mentors.
Teachers	9.02/10 (great impact)	

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

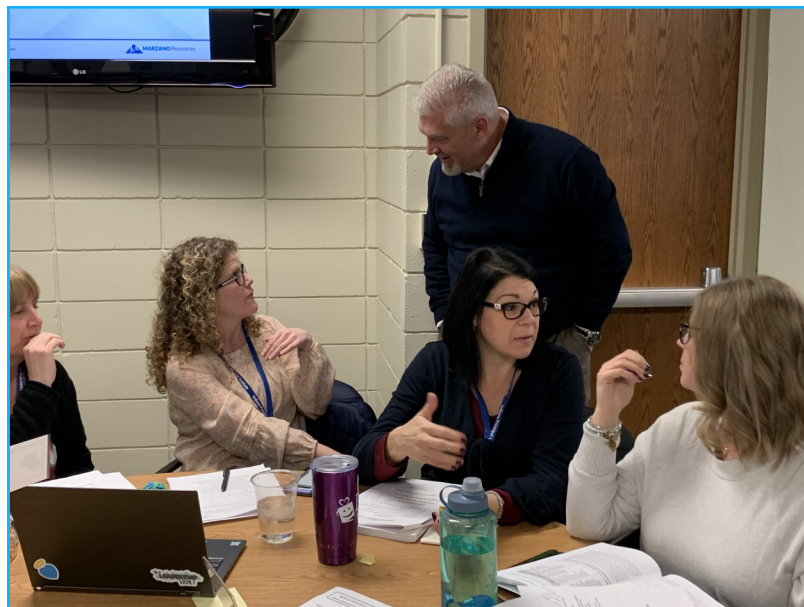
Activity	Comments from Exit Surveys
Seminar September 24, 2019 (Continued)	<p><u>From Phil Warrick: The Journey to Becoming a Professional Learning Community - Effective Teaching in Every Classroom:</u></p> <ul style="list-style-type: none"> • <i>I feel like I have a very good road map as to how to improve the learning in my building. He was able to give examples that helped bring theory to practice. Excellent presentation. Thank you!</i> • <i>My team received valuable information and great ideas to take back to our buildings and implement.</i> • <i>It seems that each school is in a different place. That makes the session more difficult. But I'm not sure what a good solution is.</i> • <i>I appreciated the elementary examples.</i> • <i>Very engaging and informative.</i> • <i>Took away lots of great ideas that we can start right away!</i> • <i>Dr. Warrick provides practical information, which was very insightful.</i> • <i>I can't wait to work with the teachers to start this process.</i> • <i>Very dynamic speaker. Very practical takeaways.</i> • <i>One of the best speakers yet because he gave real examples of how other schools have been successful with certain ideas.</i> • <i>Helped provide framework and priorities for improvement.</i> • <i>Great information. Good format and clearly communicated the information.</i> • <i>Loved having guidance as we looked through our Level 2 data.</i> • <i>AMAZING! Applicable and Real Life Examples!</i> • <i>Very engaging and great information.</i> • <i>Amazing. Thank you for sharing practical information that can be taken back to the schools.</i> • <i>He is great as a speaker. Enjoyed the specific strategies to take back.</i> <p><u>From Annette Breaux (teacher-leaders only): How to Impact Student Achievement and Behavior:</u></p> <ul style="list-style-type: none"> • <i>AMAZING! So engaging and fun! And full of info!</i> • <i>Amazing! Everything she said was so simple and so easy to use in your classroom.</i> • <i>Annette Breaux was uplifting and encouraging. Her points empower me to go back to school tomorrow with renewed energy!!</i> • <i>Excellent presentation. Very informative and easy to relate to in your own classroom.</i> • <i>Great sense of humor and relatable in every classroom.</i> • <i>I LOVED Mrs. Breaux! She was wonderful. She helped open my eyes to how I was teaching. I have already applied some of her tips in my classroom! She was entertaining and fun! A great way to end our day.</i> • <i>I wish I could listen to this lady all day.</i> • <i>Ideas were good but not new.</i> • <i>It was good to hear some of her easy ideas to help with behavior.</i> • <i>Loved her! Wish our whole staff could hear her speak!</i> • <i>Modeled enthusiasm I should have in the classroom!</i>

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar September 24, 2019 (Continued)	<p><u>From Annette Breaux (teachers only): How to Impact Student Achievement and Behavior (Continued):</u></p> <ul style="list-style-type: none"> • Ms. Breaux's presentation was very good. She had good examples how to have classroom management and how to engage your students daily and all day. • Powerful and inspiring presenter. Such simple information with an amazing message. Her presentation reignites the fire in me for being a great teacher. • She made me laugh, she made me think, and she made me understand. • She simplified a lot of information into 5 points and made it very easy to think about in my specific situation. • She was excellent!! I appreciated how practical her suggestions were towards student engagement and behavior. I would love for her to address our entire staff with her sense of humor and classroom knowledge. <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • Instructional framework. • We would like to take a survey of our teachers on the 43 elements. • I know that my building needs to work on having a school-wide model of instruction. We are going to work on this right away. Thank you for helping me grow as an instructional leader. Your efforts to help me improve will lead to better instruction for my students; I am truly excited about this! • An area in which we were lacking, was providing teachers with time to observe others. We liked the idea of conducting rounds, observation swaps and recordings. We are also going to create a board in the teacher's lounge where they can list a skill they want to improve and another teacher can sign up to help support the skill. • Responder Calendars. • Level 2 strategies. • I can't wait to observe other teachers and take away new ideas for my classroom. • Rounds - classroom observations. • Start the process of creating an instructional framework. • We are ready to create our Instructional Framework and set personal goals. • 2.1 project and teacher observing others. • Setting professional goals and instructional rounds. • Instructional rounds. • Looking at survey results to help plan. • Creating an Instructional Model. • The suggestions for rounds. To focus on what we're doing that research says makes a big difference. • Common instructional language. • Have teacher's video at least a 10-15 minute lesson. • 1 - Including teachers in instructional rounds (on a voluntary basis) and 2 - Posting professional growth goals on classroom doors for model teachers.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar September 24, 2019 (Continued)	<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school (Continued):</u></p> <ul style="list-style-type: none"> • I have applied "Norms" I'm my classroom. The students weren't their friends about how to sit on the rug or what we do at morning meeting by saying norms! They love it. Also, I have tried video observations like Dr. Warrick suggested. Also, I have been implementing the 5 tips Annette mentioned moving around the classroom more, smiling (acting) more, and greeting them each morning with lots of love! • I like some of Annette's ideas and some of them confirmed to me that I am doing a lot of the right things. • I want to be more intentional with the 5 ways to impact student achievement and behavior. I strive to be that excellent teacher Ms. Breaux talked about. Again, my team wants to begin the process of implementing an instructional model within our building. • Annette's refresher on classroom management techniques. • Be happy for the sake of my students. She gave many practical tips about classroom management in an enthusiastic way. • Coaches hand signals. • Using a video of myself to help reflect on went well and what I can improve. • I will redirect students in a manner that is less disruptive to the classroom. I would also like to create a list of words that each junior high teacher uses in their classrooms, such as our objective or our target for the class is. Using the same terms will allow a cohesive bond from subject to subject. • Peer observation rounds. What a great system for recognizing and proliferating practices that work!



Dr. Phil Warrick answering HRS questions from Cohort 6 participants during the January IPLI seminar.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 28, 2020		<u>Overall:</u>
Principals	9.17/10 (great impact)	<ul style="list-style-type: none"> Phil Warrick's presentation was powerful. The strategies he shares are practical and easy to implement. Information is well covered and directly related to HRS survey data. Meaningful work! We are currently learning about and using the guaranteed and viable curriculum process. After today, I have found some holes with our first time incorporating this, which has been quite useful. Not to mention affirmation we are on the right track is always fun to see and hear. Very informative. The PD this year has been outstanding and very useful. Several ideas to take back and make our schools stronger. The Marzano work is so good for me as a building leader! Great organization as always! Love the networking! Phil was excellent. He did a great job covering a lot of information in a very short time. Loved all the information about goal setting and vocabulary! Love the PD, time to collaborate with other schools, and the lunch of course:) Lots of great ideas! I couldn't type fast enough! I would like to have gotten up and walked around a bit more. Maybe discuss with other schools what they are doing. I love hearing Phil speak and his ideas are very much appreciated. I am eager to begin ranking standards with my staff & identifying critical vocabulary for each content area, at every grade level. I feel the high reliability schools information was valuable and would have preferred to have been able to spend more time focusing on those tasks as opposed to the action research. Perhaps those principals receiving credits or interested in moving on toward doctorate could do the project. I enjoy all the seminars. I appreciate the work time that Phil provided throughout the day. It's very hard for my teachers and I to have quality time without interruption. Thank you. I always appreciate Phil and his content...specifically his examples and practical application of the HRS process. This was very helpful because we learned things that we could immediately implement in our schools. The time listening to Phil speak to guaranteed and viable curriculum and then being able to digest the information with my team was very beneficial. The speaker really made me think about how to raise the level of rigor in our school. The content was valuable, but we spent way too much time listening to the speaker. I know that my school isn't ready for those steps yet, so it was difficult to listen to him talk so long about the steps we aren't ready for. The content was incredibly useful in determining essential standards in our PLCs. Thank you for the slides. There were many good examples, definitions etc. in the slides that back up today's topics.
Teachers	8.76/10 (great impact)	

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)		<p><u>Overall (Continued):</u></p> <ul style="list-style-type: none"> • <i>Such great material! Very helpful and applicable to our schools.</i> • <i>Speaker was excellent, and I got some great ideas for my classroom. Entire day was well organized.</i> • <i>Speaker provided useful examples and information that we can use.</i> • <i>Phil Warrick is awesome!</i> • <i>Loved the teaching vocabulary info.</i> • <i>Lots of things to think about- I liked it!</i> • <i>Like how he chunked it down and made us think about our school and how we can apply it to what we are doing.</i> • <i>LOTS of information to take in at once. We have to prioritize what we want to act on first and work from there.</i> • <i>I would like more time to talk through things with my team. There was also too much sitting.</i> • <i>I would like more time to talk about what the information looks like in our school.</i> • <i>I thought the information was presented in an engaging way and very useful!</i> • <i>I really liked all of the chances to talk with my team about our specific school.</i> • <i>I really enjoyed the speaker. He has lots of valuable things to say and make is start evaluating how our school can improve.</i> • <i>I really enjoyed the discussion on prioritizing the standards. Identifying crucial vocabulary was also very beneficial.</i> • <i>I loved the topic today and can't wait to focus more on vocabulary instruction.</i> • <i>I have some great ideas I would like to bring into my classroom that involves vocabulary. I am also excited to share these ideas with the rest of my building.</i> • <i>I have previously enjoyed a component of other days' agendas when there was a session just for teachers. I understand this is a principals' leadership program, but the two previous conferences that had a speaker just for teachers really got to the heart of teachers' needs, as well.</i> • <i>Great speaker, good round table discussion opportunities, always feel recharged when I attend. Thank you!</i> <p><u>From Dr. Phil Warrick: The Journey to Becoming a Professional Learning Community - A Guaranteed & Viable Curriculum:</u></p> <ul style="list-style-type: none"> • <i>The presentation was timely. I learned about formally connecting vocabulary to the rubrics and core standards that we are using.</i> • <i>I wish I could bring him to my district.</i> • <i>Organized and engaging.</i> • <i>Valuable info.</i> • <i>My favorite was the strategies and time given to digest chunks of new learning with teacher leaders.</i> • <i>I feel like I have a road map to helping my building become a better learning environment.</i> • <i>Very well done!</i> • <i>Phil was great.</i>

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)		<p><u>From Dr. Phil Warrick: The Journey to Becoming a Professional Learning Community - A Guaranteed & Viable Curriculum (Continued):</u></p> <ul style="list-style-type: none"> • Affirmation of things we are doing. We need to revisit our Power Standards and update the planning and pacing guides. Would love to update the vocabulary as he shared today. • It would be nice to have the presentation at the beginning of the day so we could take notes on what we need and not frantically try to type, listen, and process. • I always appreciate Phil and his content, specifically his examples and practical application of the HRS process. • Pacing is extremely good. I almost feel as if he is going through his priority standards and sharing this information :) • Gave us steps to get us going in the right direction. Allowed for us to work and talk about our own schools. • I learned more today than any other day so far. • I enjoyed the real life examples of how schools have changed their rankings. • It was a lot of information to digest in a small amount of time. I appreciated the time to talk to our school-level colleagues, but the sheer volume of information was overwhelming. • I appreciated the pauses that allowed the table talk between teachers-principals and among different groups, but I will confess after several of these pauses, there wasn't a lot more productive talk. • I appreciate all the ideas and was able to start the vocab strategies in math. I made my own speed dating. Our math department is narrowing down nonnegotiable vocabulary. We are moving forward. It's a process, but I was so excited to be able to attend a relative and beneficial training. • Again, relevant information was shared. • The information given was very informational and useful. It would be amazing to access to his presentation for use while meeting with my team. • Always very insightful with practical tools/examples. • Knowledgeable and had great examples with proven success. • He does a great job getting the audience excited about the topic. • Ideas are not hard to teach and implement at my school. • Love hearing Dr. Warrick's presentation. He gives applicable strategies with examples. • I loved it!!! I am pumped to try all the new strategies! • He presents relevant and useable information from start to finish. • He was awesome! I enjoyed the evidence he presented to support the information he brought to the presentation. • He covered a lot of areas and topics that ranged for multiple grade levels - which I appreciated. • Great presentation on vocabulary. Excited to bring better vocab instruction into my classroom and school. • Allowed time to reflect and discuss on the content shared with us. Very good at explaining and showing actual evidence and examples of his topics.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)		<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • The exercises of rating standards and identifying vocabulary will be very helpful in providing focus for our PLC time for the remainder of the school year. • Common vocabulary. • High reliability info. • I'm meeting with the curriculum director about implementing more of the HRS structures in my building beyond when my responsibilities with IPLI end. Thank you! • Implementing Vocab and Priority standards. • Importance of vocabulary instruction. • Level 3 data and leading indicators. • Looking at flexible schedules, as well as, taking a deeper look at prioritizing our indicators. • Looking more carefully about how we teach vocabulary. • Make sure you analyze your data. • Making vocabulary a more intentional piece of our Guaranteed and Viable focus within our school. • More intentional focus on vocabulary instruction. • Priority goals identification. • Revisiting mapping and alignment going in to the 2020-21 school year. • Standard Prioritization. • Survey to see what our level 2 words are. • Vocabulary. • Vocabulary strategies. Also, we are working on building curriculum for science - reading Mike Schmoker's Focus book, and it supports all of Marzano's work - we will try to rank standards when developing a scope and sequence and use this information to make sure our pacing guide is good. It will also help us with vertical alignment. • We have gone through the vocabulary process with our teacher; however, through my discussion today I have realized that while the vocabulary words are up on the wall, we have not done a great job showing or explaining how to teach these terms to students, the six step process will be shared with staff. • We must take time to identify our priority standards. • We will review the connection between the SIP and our mid-year analysis of data. This is something that we already do, but I want to make sure that I do not omit this in the process of reviewing midyear data. • Focus more on academic vocabulary. • Looking at our current curriculum. • 20-30 focused vocabulary words. • Be more intentional about teaching vocab. • Cognitive vocabulary. • Common vocabulary - 12 main vocabulary words.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)		<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school (Continued):</u></p> <ul style="list-style-type: none"> Definitely prioritizing the standards. After 20+ years of teaching, I feel like there are so many more "things" we are expected to teach/cover in our day, it's easy to lose time. Evaluating priority standards using the 5 point rubric provided. Identifying critical vocabulary to teach to students. How I can do vocab differently and more effectively. Vocabulary Tiers and discussion with kindergarten team about our key vocabulary we are using in our classroom. I am going to implement a new way to do vocab that was presented. I also am going to have my team help me prioritize our standards and work on guaranteed vocab. I plan on adjusting my word wall to meet the needs of the vocabulary. I thought the information on cognitive vocabulary could be used immediately. Identifying priority standards. Immediately, we have begun plans to work on common vocabulary—that is a crucial piece of what our district needs to be doing, so this seminar has set me on a track to figure out my own vocabulary, so we can begin to collaborate among our colleagues. I'm currently using the norms with my class during morning meeting. I am also using Dr. Warrick's tops for teaching vocabulary. Meet with my PLC team to discuss priority standards and decide on vocabulary lists. More collaborative PLC opportunities. Narrowing down the focus of our curriculum to critical priority standards in order to have a viable curriculum. Need to look at reprioritizing our standards. Organize our data room by grade level and including vocabulary. Prioritizing standards and focusing on mapping those. Priority Standards and essential vocabulary words. Re-configuring curriculum outlines to better utilize vocabulary instruction. Revisit best way to use core vocabulary already in place. School-wide twelve powerful verbs with definitions and visuals. Setting/recognizing power standards in our department. The idea of looking closely at data and allowing the data to drive our decisions. The importance of teaching vocabulary, so students understand and remember it. The method Dr. Warrick discussed for selecting essential standards. The piece on vocabulary was very helpful. I feel like I've learned a lot about the tiers of language along with the different ways to acquire new vocabulary. The vocab strategies, cultural activities, Marzano slides, everything. I wish I had more time to go through with our team we use our eLearning days and block time to share ideas with the staff. I am so grateful for the opportunities. The vocab strategies. Looking at what I do now and narrowing down.

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)		<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school (Continued):</u></p> <ul style="list-style-type: none"> Tracking standard data over time and being more deliberate with academic vocabulary. Twelve Powerful Verbs posters in the hallway and classroom. Using more vocabulary to build background knowledge is essential to helping our low-income students. Vocabulary ideas. I have struggled with the amount of vocabulary in my content, but I like the focus on 20-30 words. We will still introduce more vocabulary, but my students will leave definitely knowing 20-30 new vocabulary words. We are focusing on the vocabulary aspect, and we also got an idea from one of the other groups to have teachers pop in a room and leave a positive note of feedback (sticky note). Placing more focus on vocabulary instruction- I also hope to have the opportunity to work with colleagues to identify power standards. Realistically look at your current processes and procedures and always strive to make improvements daily.



Mentor Jack Birmingham's group analyzing their HRS Level 3 - Guaranteed and Viable Curriculum data.



APPENDIX

B

IPLI Cohort 7

2019-2020 Seminar Exit Survey Results

IPLI COHORT 6 - 2019-2020 SEMINAR EXIT SURVEY RESULTS:

Activity	Overall Seminar	Comments from Exit Surveys
Summer Seminar July 9-10, 2019		<u>Overall:</u> <ul style="list-style-type: none"> • <i>Very uplifting. Great speakers! I got great ideas to take back to my school and use right away. I am excited about making connections with other administrators and the opportunity for personal growth that lies ahead of me.</i> • <i>The speakers were very motivational and the networking was priceless.</i> • <i>Great information and opportunities for collaboration. It was a jam packed two days. Loved it! Very informative and motivating!</i> • <i>Fantastic speakers and well spent time with our mentors as well as listening to Cohort 6 presentations!</i> • <i>It was a great start to a new journey!</i> • <i>Great information. I can't wait to get started on my project. I feel much better about what is expected.</i> • <i>I enjoyed the opportunities to connect with other principals and the quality guest speakers. It was a little overwhelming with so many activities scheduled, especially day 1.</i> • <i>A great experience! One of the best parts was the fact that with each speaker we had, I was able to take a few key items away that I will be able to immediately implement within my school. On top of that, the depth of the concepts presented allow for me to think about how this information can be implemented in the long term.</i> • <i>Fantastic keynote speakers, and great bonding time with our regional groups!</i> • <i>The summer seminar was great. Keynote speakers were phenomenal; my mentor and regional group are great. Really enjoyed being on ISU campus.</i> • <i>The speakers were wonderful. Hearing Hattie was such a wonderful experience. I appreciated the time set aside for our cohort. We got to know each other quite a bit more and enjoyed our time together. The two-day seminar was VERY organized. The ISU staff was friendly and helpful as well.</i> • <i>I really enjoyed all of the keynote speakers. Their topics were very relevant and useful to me as a principal. The IPLI team did a great job of explaining the action research project. The examples were very helpful.</i> • <i>Fantastic opportunity to collaborate with other professionals within academics and leadership. Hearing authentic engagement from those in the "trenches" was fulfilling.</i> • <i>Initially I felt overwhelmed...but all fears were gone by end of day 2! I loved the presentations from Cohort 6; that made it real and I could see my AR would be "do-able".</i> • <i>Great collaboration. What a wonderful support for principals. I'm looking forward to the two-year journey.</i> • <i>I really enjoyed the smaller groups within the cohort. The team building activities and sharing opportunities by the prior cohort helped establish our purpose and goals of ILPI. The keynote speakers were powerful and relevant.</i> • <i>I really enjoyed getting to know my Regional Cohort. The speakers were great! I appreciated the get to know you activities and fun games during the first evening!</i>
Principals	9.32/10 (great impact)	

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Summer Seminar July 9-10, 2019 (Continued)	<p><u>Overall (Continued):</u></p> <ul style="list-style-type: none"> • <i>Presentations and PD by Whitaker, Nagel, and Hattie were amazing!</i> • <i>I really enjoyed my experience with IPLI these last couple days. I was impressed with the quality of the speakers, the organization of the event, and the professionalism of all mentors/leaders/facilitators. And Professor Hattie was phenomenal. Thank you for putting together a wide range of speakers and activities that were engaging and useful.</i> • <i>A lot of great information! Love the energy of the group leaders... our mentor is fantastic!</i> • <i>Engaging, refreshing, thought provoking.</i> • <i>I was challenged to think about my current practices and given some practical ideas to try. The team building and the speakers were excellent. I really am inspired to grow and learn about myself and school and work on improving both.</i> • <i>Working with regional group has been most beneficial. Plenty to reflect about regarding this program, and looking forward to making my school and self better.</i> <p><u>From Dr. Todd Whitaker: What Great Principals Do Differently:</u></p> <ul style="list-style-type: none"> • <i>I always enjoy hearing him speak. Great passion and motivation!</i> • <i>I loved the part about the 3 emotional modes-business, child, parent. He also made me think about the monkeys I may unintentionally put on my great teachers. I am excited to dive into his book!</i> • <i>Inspiring!</i> • <i>He helped me flip my thinking about a couple of issues and certainly gave me some things to think about as this year begins. I'm looking forward to reading his book.</i> • <i>Real world examples and tips to deal with real life principal issues.</i> • <i>Again, great stuff that I can immediately use. For example, the concept of the Relationships, Expectations, Consistency model paired with the Business, Parent, Child mindset is something that will be a component of our opening meetings this year.</i> • <i>This was my first Dr. Whitaker experience. I love his presentation style and no nonsense approach to education. I think I could listen to him for days!</i> • <i>I have had the pleasure of seeing Dr. Whitaker a few years ago at a conference. It was great to see him again. He presented some great reminders, and I learned about a few things that I can try with my staff.</i> • <i>Incredibly engaging. I will bring the verbiage of the "moods" within the culture of our school building. I have the hopes to make this language consistent when dealing with teacher-student and teacher-parent conflicts.</i> • <i>He did a great job giving real-life situations that we could take back and use immediately.</i> • <i>Dr. Whitaker is always engaging and practical. I also appreciate receiving the book so that I can absorb the content as I move through Shifting the Monkey.</i> • <i>Absolutely amazing-couldn't get enough of him! LOVED listening!</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Summer Seminar July 9-10, 2019 (Continued)	<p><u>From Nancy Dana: Leading with Passion & Knowledge:</u></p> <ul style="list-style-type: none"> • Very well organized. Made action research seem simple and exciting. • Very organized and straight forward in covering the AR process. I enjoyed how she allowed us to interact with each other, too. • Very informative and direct. I enjoyed her activities. • Very good explanation of the process!! • Very clear and precise. • This presentation definitely helped define the educational research opportunity. • This helps with the AR for the next two years. • Simplified the AR process. • She presented and summarized the action research process very well. • She did great helping us to understand what we would need to do in the upcoming years. I appreciate the way she took away some of the fear. • She brought great passion to her presentation. • Practical information and timely to help us understand our action research projects. • Practical demonstration of what we are here for. Also, she was quick and to the point. • Made inquiry easy to understand. • Made a topic that seemed threatening easy to digest. • I thought Dr. Dana's presentation was full of great information. I have been through the AR project as a teacher so perhaps that is why I felt it was a little slow or drawn out. I enjoyed how she modeled her activities. • Dr. Dana was energetic with a topic that many of us in Cohort 7 were intimidated by. Her presentation offered a practical look at AR in addition to some useful examples. I appreciated her expertise as well as her energetic approach to presenting. • Dr. Dana was able to explain the AR process so that it did not seem quite so overwhelming to me. <p><u>From Dave Nagel: Digging Deeper with Visible Learning—Leading Next Steps in My School or District:</u></p> <ul style="list-style-type: none"> • Excellent! A great speaker that paired great content with great delivery. I also appreciated how it took Hattie's work and put it into the context of how it can be applied immediately into the classroom. The idea of clarity in the classroom will be a major focus of our expectations and professional development heading into the school year. • Really good information that will be important to take back to my school. • Dave was a great compliment to John Hattie and gave great insights! • He was very knowledgeable about Hattie's work and purpose. I thought he did a wonderful job of speaking before Hattie and setting the stage. • Appreciated the data driven approach, and the pairing with Dr. Hattie was perfect.

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Summer Seminar July 9-10, 2019 (Continued)	<p><u>From Dave Nagel: Digging Deeper with Visible Learning—Leading Next Steps in My School or District (Continued):</u></p> <ul style="list-style-type: none"> • Great lead-in for Professor Hattie. I enjoyed his presentation style as well. • Strong segue leading into Dr. Hattie. Dr. Nagel's presentation providing clarity to much of Dr. Hattie's work, which may not have been as clearly understood during Hattie's presentation if not for the first presentation. • Dave was a great transition to Hattie. Also, Dave provided videos which I would love to share with my teaching staff. • Great! I loved it and made me understand a better path for my leadership. • Thoroughly enjoyed Dave's talk. Much to take back and process. • Dave Nagel challenged my thinking on what students are capable of when given chances to practice & talk and are challenged to take risks and provide feedback from students and teachers. • I enjoyed the way he took a complex research study and presented it in a way that was easy to understand. • I didn't leave with practical ways to implement anything. • Made me reflect on visible learning. • Dave Nagel's presentation was incredibly valuable. I hate to say it, but I went into it thinking, "Let's get to the meat of the presentation" (Professor Hattie). However, Dave blew me away with his content and his approach. He has a fantastic philosophy of teaching and learning. <p><u>From Dr. John Hattie: 10 Mindframes for Visible Learning:</u></p> <ul style="list-style-type: none"> • Dr. Hattie was spot on with the influences that impact student learning/success. His research and thoughts on looking at data motivated me even more as I prepare my action research projects for IPLI. • Very intelligent and high level subject. Difficult to follow and take away subject matter. • Although I struggled at times with his accent, he was a joy! What an honor to hear him speak! • Couldn't get his information down fast enough. So many great nuggets to breakdown, process, and implement. • Excellent presentation. A lot of good things to think about and share with my teachers on feedback. • Excellent presentation. A bit overwhelming in thought provoking. • Excellent. He gave me a lot to think about with visible learning. I'm excited to share parts of his presentation with my staff. • He is very academic, and I was STAR STRUCK to get to see him speak. I did find the presentation and concepts hard to follow at times, but still wouldn't have missed seeing him speak for the world! • He provided very relevant data and support for best practices...not necessarily "new practices."

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Summer Seminar July 9-10, 2019 (Continued)</p>	<p><u>From Dr. John Hattie: 10 Mindframes for Visible Learning (Continued):</u></p> <ul style="list-style-type: none"> • <i>I enjoyed hearing about the research he had completed. He was great at explaining what is going on in classrooms across the world and how each classroom is related.</i> • <i>I was very excited to see Dr. Hattie. I have always been interested in his work. I was already planning to use some of his research with my staff at the beginning of the school year. The presentation gave me some more ideas and helped me develop a deeper understanding of his work.</i> • <i>Loved how he simplified some complex problems.</i> • <i>My brain hurts! WOW; he has such a great ability to take all his research and data and make it make sense to a non-numbers' person. I left there feeling encouraged, motivated, and overwhelmed (in a good way)!</i> • <i>Phenomenal information and great opportunity to hear his guidance!</i> • <i>Really made me rethink what I want to focus on this year and the talks I plan to have with the staff.</i> • <i>Repeated feedback as a crucial point but failed to show any examples of this in practice.</i> • <i>Some ideas that challenge our current practices.</i> • <i>The information provided was overwhelming---however, chunking the content is a priority for me to move forward and succeed with our students.</i> • <i>What can I say? When you get a chance to hear the pre-eminent educational researcher speak and share his knowledge, how can it not be great! So impressed with the man's knowledge and the way he is able to share how it can be used to impact learning!</i> • <i>Wow! What a phenomenal opportunity to learn from THE leading researcher in the field. I appreciate the effort of all those involved to bring Professor Hattie to Indiana. I cannot wait to dig into the next with the preface of this presentation.</i> <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • <i>Brainstorming and planning personal growth for myself.</i> • <i>I already used Todd Whitaker's info on of the 3 emotional modes. Sent that to my staff from ISU the day I heard it.</i> • <i>Wow! Just 1? Business/Parent/Child Mode is important!</i> • <i>Action research.</i> • <i>I am going to focus on a few of the ideas from Hattie's presentation and book. Mainly clarity and using assessments to guide our teaching.</i> • <i>What items can be viewed as "data."</i> • <i>Daily reflection time for both myself and the staff....teaching the staff the importance of clarity and driving their focus to ask themselves and their students more questions about their learning.</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Summer Seminar July 9-10, 2019 (Continued)</p>	<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school (Continued):</u></p> <ul style="list-style-type: none"> • <i>I'm cheating...I'm giving two... 1) Whitaker's Relationships-Expectations-Consistency & Business-Parent-Child model. 2) Nagel's idea of emphasizing teacher clarity in order to improve student outcomes.</i> • <i>Overcoming the negative effect of student mobility through assigning a current student for the mobile student to shadow for 2 days. LOVE THIS, and how awesome that it can move the effect to zero!!!</i> • <i>Using Hattie's info and data to jumpstart the year with my staff and our journey in implementing PLCs.</i> • <i>Todd Whitaker's comments on "blanket monkeys" was a huge takeaway for me. I am very guilty of sending messages to all of our teachers for reminders that only a few need. I will stop this immediately and direct that attention to those who need it.</i> • <i>Some of the warm ups I'll use at my Back-to-School Staff Meeting. I'll also be sharing some takeaways with staff regarding feedback and the 3 modes of kids.</i> • <i>I plan to present the Visible Learning research to my staff at the beginning of the year. I also plan to present to my staff some of the easy tips that Dr. Whitaker shared regarding talking to parents.</i> • <i>Just one...I have already begun creating my expectation list for my staff.</i> • <i>The seminar really got me thinking about what I am going to present to my staff our first day. I need to make an intentional effort to make sure I am stating my expectations and not making assumptions that my staff knows what they should be doing. I'm going to approach this year from the view point of what my first year teachers want/need to know and state that to my staff.</i> • <i>I will be shifting monkeys to and from both my staff and myself.</i> • <i>Dr. Whitaker provided an approach to work with 1 negative teacher at a time to change behavior of a larger group. This (hopefully) will impact my school culture in a positive way.</i> • <i>Ice breaker games.</i> • <i>Dr. Whitaker gave me some great ideas for my first day staff meetings.</i> • <i>I want to be intentional about the impact we have on our students. I want our staff members to think about the following questions: What impact are we making? What are students learning? How do you know they are learning it? I want teachers to KNOW THEIR IMPACT! I also liked the phrase: I don't care how you teach! I care about the impact of that teaching!</i> • <i>An intentional focus on items that will impact myself, my staff and my students professionally.</i> • <i>Dr. Whitaker's "Teach, Don't Tell" philosophy is something that I plan on implementing immediately. I am guilty of telling. I will be more intentional of teaching / leading by example.</i> • <i>Working with my teachers on successful strategies and staying in business mode. So much more....</i> • <i>Guide to improving classroom management.</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar Rating	Comments from Exit Surveys
Seminar September 25, 2019		Overall:
Principals	9.00/10 (great impact)	<ul style="list-style-type: none"> • I loved Annette's presentation and look forward to implementing some of her 10 minute in-service ideas with my staff. I appreciate the time provided to talk with other principals and share ideas and suggestions on common "challenges." • Morning session speaker...LOVED and needed it! • Great speakers. Really enjoyed the topics. • Morning session a lot more useful than afternoon. Speakers in particular. • I really enjoyed the tips on the 10 minute in-service. • The day was full of so many useful take backs. Awesome! • Very good information! A lot packed into one day. I tend to get into information overload :) • Loved the real-ness of our presenters. They understand our plight as principals. • I really enjoyed Annette Breaux. • Good practical information. Also appreciated the chance to network with other principals. • Wonderful speakers, great food. It was nice to connect with principals in the same building level and hear their successes and struggles. • Wonderful speakers! Very enlightening and refreshing. • Collaborating with building level professionals has been very beneficial. • Very good speakers. I would have loved more time to break down the data from our surveys. • The two speakers we had today were excellent. I am excited to go back to my building and try a few of the things I heard today. Thanks for a great day! • The seminar was well-organized. I liked the variety of activities. • Loved Annette Breaux!! More work time for AR project would have been beneficial. • More specific ways to coach from second presenter. Maybe a condensed coaching cycle for admin? • I found the seminar relevant and helpful to my current practice as an administrator. I was able to take away several strategies today that I can use with my staff. • Excellent speakers. Very practical and timely tips. Loved it. • Annette Breaux was wonderful. Jessica Johnson was less engaging, but I think that her book will be a great resource. Would have loved a little more time with building-level people. • Great day! Annette was an awesome start to the day. So glad to have a few minutes to talk with principals from same building levels. • Guest speakers were very good and the opportunity to collaborate with grade-level principals was beneficial. • I gained very practical ideas I can implement tomorrow. • Actionable Items were shared. This isn't typical as many PD's are theoretical in nature.

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar September 25, 2019 (Continued)	<p><u>Overall (Continued):</u></p> <ul style="list-style-type: none"> • <i>It is so beneficial to get to share and learn from other administrators and know that we are all dealing with the same thing. We are not an island.</i> • <i>Annette Breaux was a terrific presenter. I took so much away from her and the handout and book are something that we can actually put into practice tomorrow... great choice! I also enjoyed hearing our Mini AR project results from my cohort.</i> <p><u>From Annette Breaux: The 10-Minute Inservice:</u></p> <ul style="list-style-type: none"> • <i>Just what I needed. I've already read the book and have laid out how I will integrate into my year.</i> • <i>Her enthusiasm was great. I love hearing experts speak, but some can be so dry. She was the opposite.</i> • <i>Great presentation. Usable information.</i> • <i>Energy and information were incredible. Appreciate the simplicity.</i> • <i>Very engaging. Very useful, and something that can be implemented right away.</i> • <i>She KNOWS how it really is in the trenches!!!</i> • <i>Fantastic! I would like it if someone could share her PowerPoint slides please!</i> • <i>Funny, direct, and real.</i> • <i>It was AWESOME!</i> • <i>Easy concepts to immediately incorporate into classroom practices.</i> • <i>She is amazing.</i> • <i>One of the best presenters I've ever heard!</i> • <i>Engaging. Informative. Empowering.</i> • <i>Great content and views. Very good presenter.</i> • <i>These are ideas that I can go back and use right away. I love this! Thanks for giving us a copy of her book.</i> • <i>She was real! Appreciated the engaging presentation and takeaways that can immediately be put into action.</i> • <i>Practical things to use the next day. Great presentation!</i> • <i>She is excellent. Her presentation was super engaging. I am excited to read the book and use the inservices with my staff.</i> • <i>I love how she put such a great emphasis on attitude and practical skills for coaching teachers.</i> • <i>Great way to start the day. Looking forward to trying some inservices.</i> • <i>Loved that she embedded her strategies into the presentation, sharing precise practices that principals can do with their staffs.</i> • <i>Very practical!</i> • <i>I love the concrete examples she gave so we could walk away and implement the ideas right away. I greatly appreciate the copy of her book.</i> • <i>Annette was great. Very good ideas to share with staff. I can't wait to read her book and start bringing some of her ideas to my staff.</i> • <i>Such a great presentation... real tips that will work tomorrow.</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
<p>Seminar September 25, 2019 (Continued)</p>	<p><u>From Dr. Jessica Johnson: The Coach Approach to School Leadership—Leading Teachers to Higher Levels of Effectiveness:</u></p> <ul style="list-style-type: none"> • <i>She had practical advice as someone who had been (or is) there. Love how she created more time in her day by managing her time so well.</i> • <i>She was awesome and only received a "9" because Mrs. Breaux was a "10."</i> • <i>She did ok; I don't feel that I took much away from her that I have not heard before.</i> • <i>Provided a refocus on being an instructional leader within my building. Liked the idea of going ahead and scheduling blocks of time for classroom visits.</i> • <i>Loved the digital resource references within the presentation. Some more real life examples may have been helpful.</i> • <i>I would have liked to hear some more examples of how to effectively coach teachers. The videos and reflections opportunities in the handout were helpful.</i> • <i>I really liked the practical strategies she offered regarding principals as coaches.</i> • <i>I needed more specific strategies about coaching more than I needed convincing about the importance of it. Her work and passion on the topic are evident, but many principals I talked to had the same comments. I think the practical tips given by our first speaker set the tone and the second presenter's style was so much different it was hard to not walk away with something more useful.</i> • <i>I had already discovered The Coach Approach book and have based some of my leadership styles and habits from it. Very valuable read.</i> • <i>I found her time management tips especially helpful.</i> • <i>I felt this was more towards less experienced principals. Would be great for INALI.</i> • <i>I felt that a lot of the information was premised based on what most of us professionals are currently doing.</i> • <i>I am considering using the "Coach Approach" idea as my AR project. This was a great presentation.</i> • <i>Great takeaways. Be intentional about making things priorities. I noted to ask more reflective questions to my staff. Put on my coaching hat with teacher more with my teachers.</i> • <i>Also, very good but the information was not as pertinent to me personally as I already implement many of her strategies. I did appreciate the validation of what I am doing.</i> • <i>I appreciate her handouts and will use them for my walk-throughs and evaluations.</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar September 25, 2019 (Continued)	<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • <i>I learned a couple of things from my cohort group members...I'll be stealing! Annette's book was perfect, and I will be using throughout the year and probably forever.</i> • <i>There was a suggestion from another principal about getting kids excited about literacy. I want to take her idea and implement it right away.</i> • <i>10 Min P.D's will be utilized in staff meetings.</i> • <i>The in-service suggestions.</i> • <i>That we are all actors, everyday! We put on a smile and step up on stage to perform for our students and staff.</i> • <i>Both elements of the Coach Approach and 10 Minute Inservice. So many takeaways.</i> • <i>The 10 minute professional development. I have a staff meeting next week and I'll be using one for sure!</i> • <i>Using my secretary to run my calendar and be the first filter of my time.</i> • <i>Scheduling classroom visits more intentionally.</i> • <i>So many of the 10 minute Inservices. Also, an idea to share a post-it with each teacher from Google Keep with their goals on it.</i> • <i>10 minute in-service! I also may try to learn the harmonica!</i> • <i>The many different PD items - in just 10 minutes.</i> • <i>I am planning to use the 10-minute Inservice ideas from the book. I am considering creating short videos of me sharing the topics and then embedding one each month in my staff bulletin. I am also going to read the "Coach Approach," and I may use these ideas for my AR project.</i> • <i>Based on Jessica Johnson's session, I plan to spend more time coaching the teachers who need it and allowing my best teachers to serve as leaders to others.</i> • <i>I plan to do several of the 10 minute Inservices with my staff. I also liked the prioritizing activity with the post-it notes. I think my staff could benefit from doing this activity. Sometimes they have so much to do. I think it would be helpful for them to reflect on what tasks are most important.</i> • <i>10-min. Inservice presentation. AR work that others shared.</i> • <i>We are adding a 10-minute PD to tomorrow's staff meeting.</i> • <i>I will restructure my staff PD and meetings based on the Ten Minute Inservice book and presentation from today.</i>

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar	Comments from Exit Surveys
Seminar January 29, 2020		<u>Overall:</u>
Principals	8.76/10 (great impact)	<ul style="list-style-type: none"> • I really enjoyed the reflection on better conversations. I also think the influence and instruction chart was one of the most beneficial tasks I have completed when thinking about my staff. • Great speakers, as always. Great food, and great camaraderie! Great day to be together! • Helpful in reflecting and giving time to work with others. • I loved the professional development! Thank you! • I have enjoyed all of the presentations from each conference. I believe that the January one related to communication was even more relevant to me because of a meeting I knew I had planned with a teacher the following day. Dr. Gruenert was also very helpful, and I now have my teacher leaders arranged. Thank you for the opportunity to be a part of this valuable program! • Wish had more time to go over all the points, but understand we did not. Morning speaker was excellent and relevant to use with myself and staff. • I really enjoyed the activity that we did to try and pick our 2 teachers! • Collaboration within the cohort was positive. However, the key note speaker in the morning was not as empowering as our prior speakers. The bar was set very high. • I enjoyed having time to meet with colleagues. • Very timely! Relevant to a meeting I will have tomorrow with a teacher. • I took away a ton of valuable information and have already shared a lot with my colleagues in my school district about communication. • Overall good pacing and good content. • I appreciated the presentation about the importance of listening and building relationships. The afternoon was VERY helpful as I look to select two teachers for next year. I will also use this format as I look for team leaders for next year. Very interesting and informative! • I love the 2 guest speakers. This was great information and helped creative reflection! • Very good information and presenters all day long. • Always enjoy these days and find them refreshing and beneficial. While she did a good job, this morning's speaker didn't have as much impact as previous speakers. It was good to reflect deeper, but I had done some of her exercises before, and some of it seemed to be common sense. • The presentation by Michelle Harris was great. She really got me thinking about being more intentional about my conversations. • One of the best I have attended thus far (and I really do feel like I have gotten something valuable out of each session). The morning speaker was great in that it provided a ton of practical advice that really made me think. I look forward to processing the information over the next couple days and reading through both the book and the study guide. I also appreciated Dr. Gruenert's information regarding selecting teacher-leaders as the systematic approach to selecting those teacher leaders was very insightful and helpful.

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

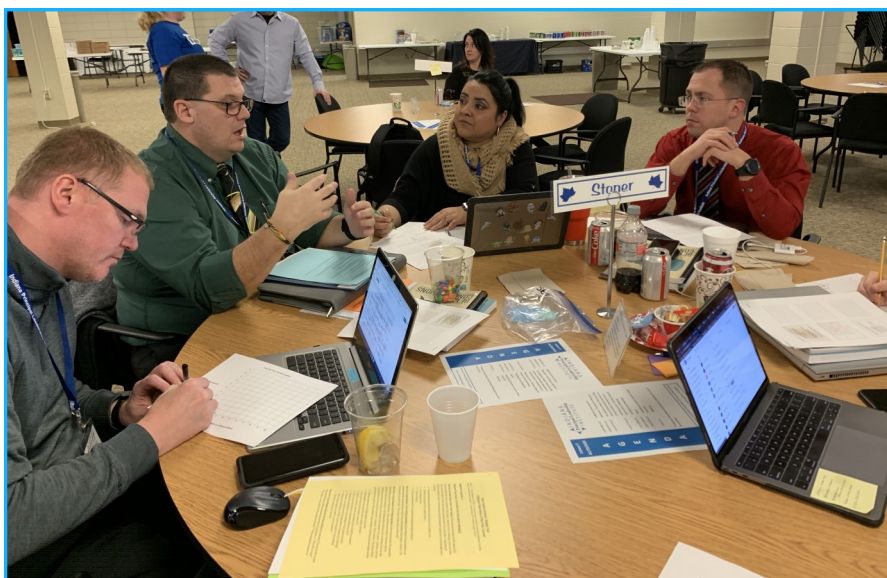
Activity	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)	<p><u>Overall (Continued):</u></p> <ul style="list-style-type: none"> • Great to network with everyone. Presenters always have some insightful information to share. • The breakout time with buildings was nice, though a focus may have allowed for deeper discussion. • I felt like every minute was used well. Both presenters did a wonderful job. I appreciated the opportunity to discuss and practice the conversation skills. I also loved the opportunity to talk with other building principals. • I really enjoyed the morning presenter and the information on communication! Also, the plot chart for choosing our two teacher leaders was very interesting! • Morning session was a bit drawn out while the afternoon with the building level meeting was useful. Appreciated speaking to other admin leaders and getting better acquainted with year two. • I felt as though Michelle was speaking directly to me. My AR is about building trust through conversations and authentic listening!! <p><u>From Michelle Harris: The Beliefs & Habits that Can Help Anyone Dramatically Improve as a Communicator:</u></p> <ul style="list-style-type: none"> • It allowed me to focus or refocus myself. • So relevant! • I came away with some techniques I could use right away. • Great points, but wish had more time to go over all the material. Understandable with time constraints. Feel she would be good for the summer seminar. • The presentation did not personally "grab my attention" nor provide me with "light-bulb" moments on initiatives to develop within our building. • I enjoyed the speaker. I felt she was well prepared and gave insight that added to my knowledge. • Very engaging, I loved the opportunities to communicate with our colleagues. • Very good and I'm putting some things in to place especially in the area of actively listening. • I felt bad that she was trying to cram so much great information into a small time frame. • Michelle shared some great information on listening and empathy. • I appreciated the practical nature of the information and discussion. • The breaks to practice the conversations were very valuable. • Amazing presentation! • Good content and pieces that could be used, yet longer than needed. Did appreciate the practice and application. • Loved the partner and interactive time. Loved the motivational videos.

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)	<p><u>From Steve Gruenert: Selecting Two Teacher-Leaders for Year 2 of IPLI:</u></p> <ul style="list-style-type: none"> • It was probably my favorite exercise I have ever completed. • I understand better who to talk to about it. • Insightful. • Very good points related to the type of staff to look for, and the chart was helpful as well as walking us through the process. • Great information to think about. • From Dr. Gruenert's presentation, I learned that connections are key. • It's going to be a tough decision, and I hope that it will be the right one. • The information and guidance were very helpful. I just am not quite sure yet who I will invite. • I always enjoy Dr. Gruenert's take on things and his "rhetorical" questions. • He did a great job, but the dynamics in my building make this a challenging process. • Great way to look at staff. • I appreciated the systematic approach. • Plotting teachers on the graph and thinking about the thin lines opposed to the thick relationship lines allowed me to hone in on the best candidates for this project. Great session! • The exercise provided a great structure for picking teacher leaders. • I am looking forward to reflecting more on this. • Enjoyed the different perspectives with relationships and effectiveness. • He gave me a more focused lens when choosing 2 teachers to make an impact on my school. • Love the scientific chart behind choosing! Very helpful! <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • I cannot wait to have time to read the book, Better Conversations. I really enjoyed that presentation. • I've started to start a focus strategy and to make a list of perspective teachers. • Using information from Michele's presentation to help with effectively communicating with staff. • Communication in dealing with teachers needing guidance. • Making sure new hires have effective, high influence staff members introduced to them immediately after hire. • Being more cognizant of my conversations with people/stakeholders as well as what I say, when I say it, and how I say things. • A large majority of strategies Michelle Harris shared with us can be utilized immediately. • Implementation of PowerSchool attendance tracking and/or conversation starters with our data and IT personnel.

IPLI COHORT 7 - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Comments from Exit Surveys
Seminar January 29, 2020 (Continued)	<p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • We had a good conversation about ELA adoption. • Many of the communication strategies and Dr. Gruenert's insight about connecting new teacher to your best teachers. • Listening authentically and with empathy. • I will use this format to guide my selections for team leaders in my building. • Listen more before speaking. Powerful aha moments from first speaker. • 6 Beliefs about communication. • Coca-Cola™ video about judgements. • Using the listening skills. • How to teach kids about empathy. • Dr. Gruenert's chart. • Michelle's question activity. I am going to tweak these questions and use them when I debrief with teachers after an observation. • I am going to do a better job listening moving forward. • The listening techniques discussed in Mrs. Harris's presentation. • The listening framework in which one person listed and the other talked was great. I plan on using that soon. • Talking less in conversations. • Communication! I plan to use some of the turn and talks we did today at an upcoming staff meeting with teachers. • Resources from our building level meeting. • The presentation, book and reflection book on Better Conversations. • Actively listening when I'm in a conversation. Being present. • Teaching better conversations to students - lunch time would be perfect practice! Also, sharing these strategies with staff.



Mentor Tom Stoner leading his principals in how to select their two teacher-leaders for year two of IPLI at the January seminar.



APPENDIX

C

IPLI Extended

2019-2020 Seminar Exit Survey Results

IPLI EXTENDED - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar Rating	Comments from Exit Surveys
Seminar September 29, 2019		<p><u>Overall:</u></p> <ul style="list-style-type: none"> • Excellent seminar - really gives me the tools that I need to continue to move my building forward. • Very thought-provoking. The networking time was helpful as well. Thanks for carrying the IPLI torch onward! • Came away with a few ideas. Good to talk with other people at the seminar. • Great information. I enjoyed it. • Takeaways: Teacher Clarity & Success criteria are areas that we need to focus on. • Good topic. Great discussion during the elementary time around lunch. <p><u>From Dave Nagel: Digging Deeper in Leading Visible Learning in My School or District:</u></p> <ul style="list-style-type: none"> • Excellent information - I really would like to have a copy of the information packet in a digital form if at all possible. • Dave gave a lot of information and allowed time for us to process. • Got a few ideas we can use. • Engaging, but the order was off and therefore it was choppy. Could've been better organized for this group of educators. • Always engaging. <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> • I will present to all principals regarding "teacher clarity" for them to take next steps into their buildings. • Poster for Visual Learners. We have posters for behavior and expectations but nothing for learning. • Begin discussion on more visible learning. • Teacher Clarity in developing Assessment-Capable Visible Learners. • Asking visible learning questions to students. • The two questions to ask students. • Use of success criteria. • Success Criteria-allowing students to know exactly what that looks like within each activity. • Providing info to teachers.
Principals	8.89/10 (great impact)	

IPLI EXTENDED - 2019-2020 SEMINAR EXIT SURVEY RESULTS (Continued):

Activity	Overall Seminar Rating	Comments from Exit Surveys
Seminar January 30, 2020		<p><u>Overall:</u></p> <ul style="list-style-type: none"> Great information to take back to our schools. I think this seminar was the best one I have attended through the IPLI program. All of the PD that I have received through IPLI has been of the highest quality, but this seminar was extremely beneficial. I really enjoyed the morning sessions. Best PD thus far. Great practical information. I was only able to attend one session, the last. However, I was able to understand the process and found the last session to be helpful. I would like to hear more data and examples from our presenter, and less partner talk. Really enjoyed the information and depth that we are able to discuss. <p><u>From Dave Nagel: Digging Deeper in Leading Visible Learning in My School or District:</u></p> <ul style="list-style-type: none"> He did an outstanding job providing easy to understand strategies that I can implement immediately with my staff. Several steps we need to take as a district not just my school. I would like to hear more data and examples from our presenter, and less partner talk. Compliments on how he takes breaks to discuss, turn and share, allows for time to digest. Good, yet practical. Great refocusing session. <p><u>Takeaways - One thing I will take away from this seminar and immediately use in my school:</u></p> <ul style="list-style-type: none"> Working with staff on their well-being. The importance of developing teacher clarity and how it relates to student learning. One we have too many goals based on teaches/adult learners needing 20 hours. We need to focus on one maybe two to really make change. Several good ideas of things I can do with my staff. Teacher Credibility. The breakdown of teacher credibility into 4 specific areas. I liked the matrix for Teacher Credibility and would like to use that as a self-reflection for staff and maybe even feedback for the admin team. I believe PD on credibility of educators. Particularly the characteristics of credible educators.
Principals	9.29/10 (great impact)	