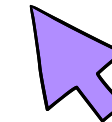


IPLI AR Project  April 11, 2023



Sounds like a plan

Lean on me...



Columbia Elementary

Kellie Pearson-Principal

pearsonk@lcsc.k12.in.us

Lauren Canady & Sarah Sodervick

Team Members



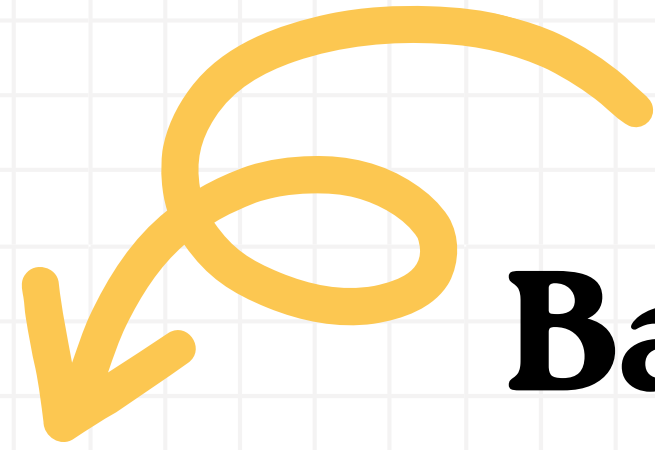
Great idea!

On it!

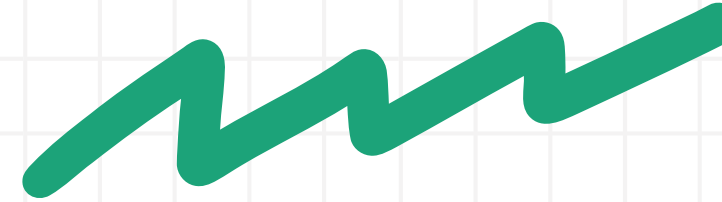
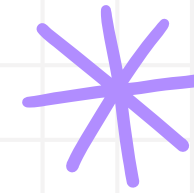


Let's get started





Background of this inquiry:



LCSC is closing an elementary building and redistricting for the 2023-2024 school year



We wanted to pilot this idea of a staff specialty board before new staff joined us.



LCSC has taken away many familiar programs and has adopted many new programs



Teachers need to know it is ok to ask for help. They need something to help take the pressure off.

Purpose of our inquiry

Provide a common resource for staff to find support for programs & procedures in our building.



Our Wondering

If we create a staff
specialty board



would it increase staff leadership
and staff morale by giving them
another way to collaborate with and
support each other?

Staff Specialty Board

Survey Staff

Data Collection

Create a list of possible specialty Areas

Create the Specialty Board

Create a google Form for teachers to complete after they utilize the board

Create a Google Form

Present completed board to teachers

Create a link for the survey

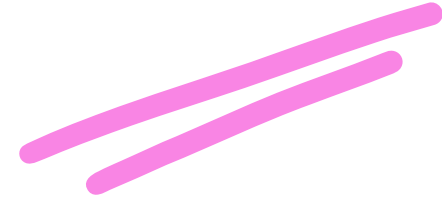
Survey Staff

Link in Announcements each Day

Posted in the staff workrooms

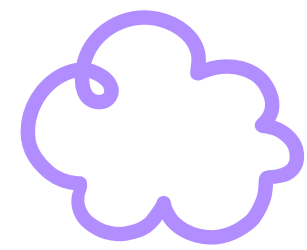
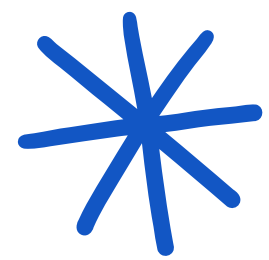
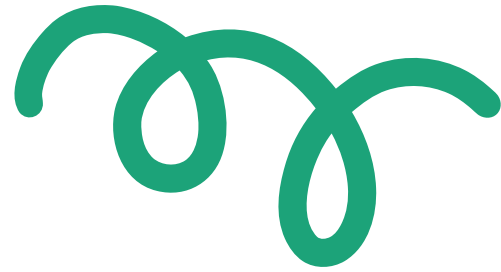
Put link in daily staff announcements email

Data Collection



Staff Survey to create Staff Specialty Board

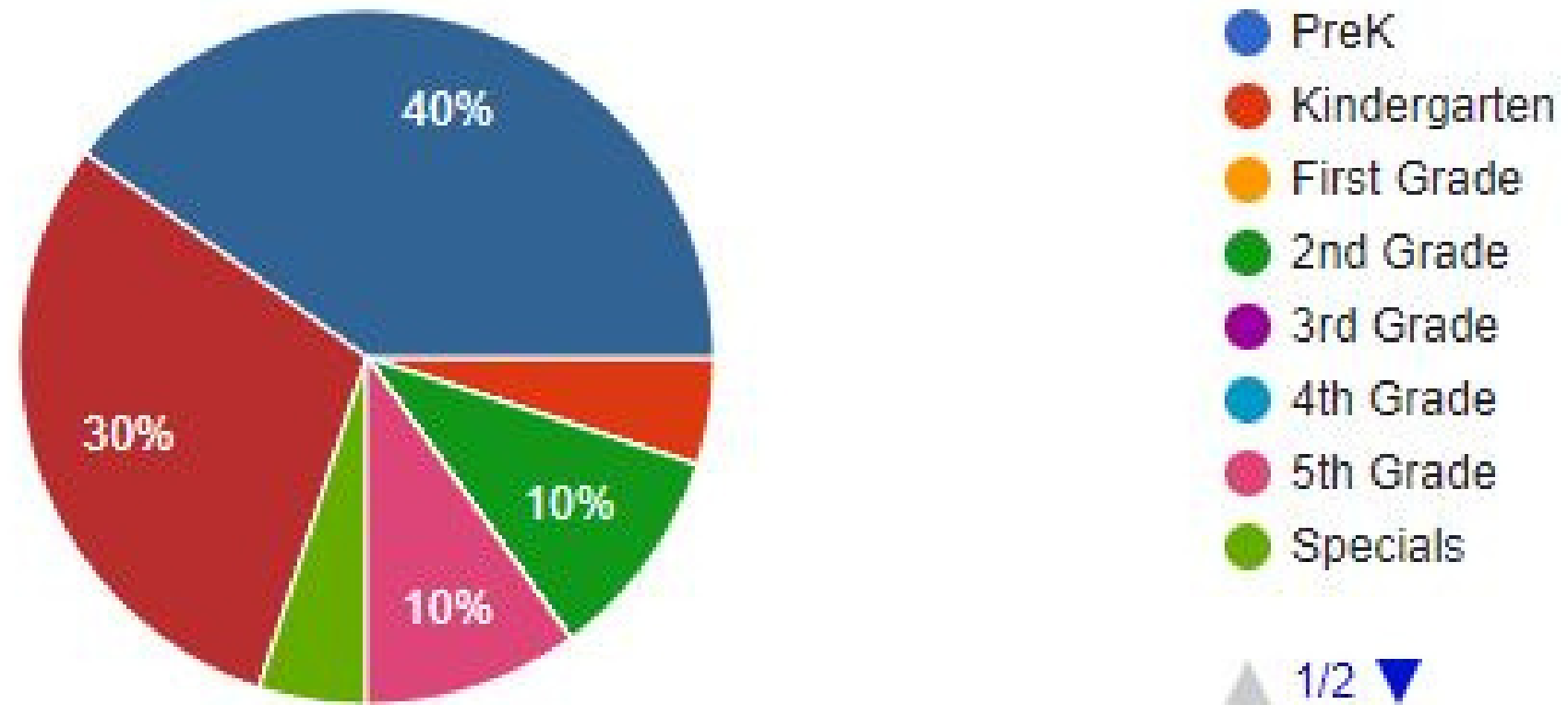
Staff Survey-after accessing Staff Specialty Board



Staff Specialty Board

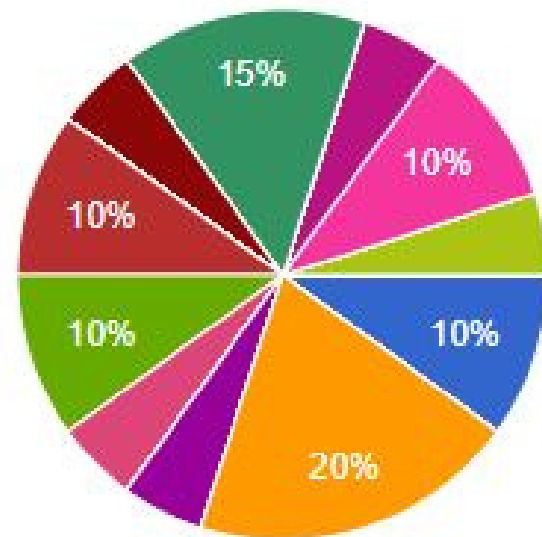
Organization	Heggerty	OG	Science	Clearsight	mClass	IREAD	ILEARN	
Wylie	Kelly Minks	Kelly Minks	Wylie	Uhl	Kelly Minks	Kelly Minks	Canady	
Kuhn	Uhl	Huffman	Bever			Kaylyn Howard		
Zvers		Rogers						
Pickens		Sodervick						
Couch								
Building Relationships with Students	K-2 Math Program	3-5 Math Program	3-5 Reading	Google Suite	Google Classroom	Supplemental Tech Programs	Intervention Ideas	
Wylie	Sodervick	Zvers	Kelly Minks	Wylie	Wylie	Wylie	Pearson	
Bever		Schmaltz	Murray	Pickens	Hickle	Canady		
Huffman				Uhl	Uhl	Hickle		
Henderson				Hickle	Rogers			
EL Ideas	Data Collection	Special Needs Students	Behavior Management	Understand IEPs	Instructional Strategies	Classroom Management	Visual Schedules	
Schmaltz	Wylie	Huffman	Canady	Huffman	Sodervick	Kaylyn Howard	Kuhn	
Sodervick		Marchal	Huffman	Rogers		Canady		
				Marchal				
Communication with Parents	Clevertouch Boards	Transitions	PBIS	RTI/MTSS Process	Dyslexia/QPS/Six Syllable Types	Student Chromebooks	Other	Committees
Pearson	Pickens	Canady	Hayden	Rogers	McClure	Pickens		Kathy Bahnaman
	Hickle			Pearson		Hickle		

Data



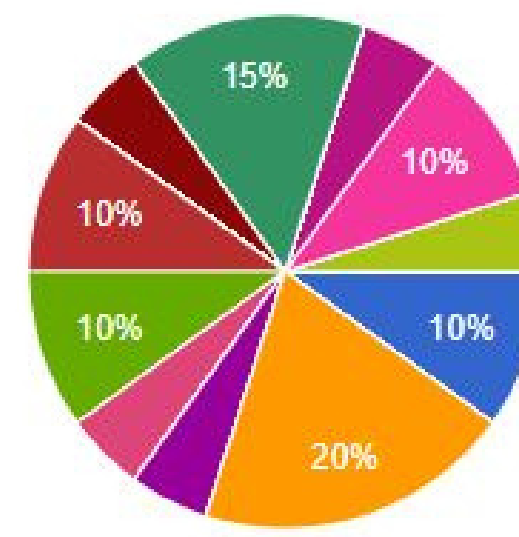
Grade/Area taught by requesting teacher

Data



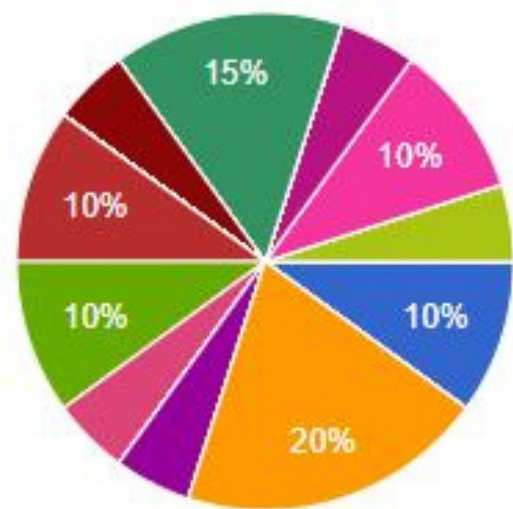
- Organization
- Heggerty
- OG
- Science
- ClearSight
- mClass
- IREAD
- ILEARN

▲ 1/4 ▼



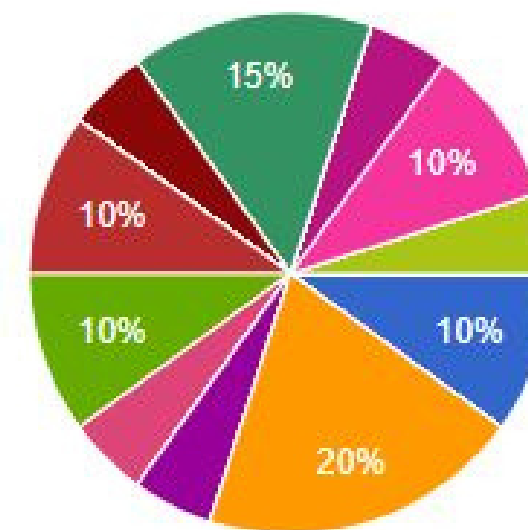
- Building Relationships with Students
- 3-5 Math Programs
- 3-5 Reading Programs
- Google Classroom
- Supplemental Tech Programs
- Intervention Ideas
- EL Ideas

▲ 2/4 ▼



- Data Collection
- Special Needs Students
- Behavior Management
- Understanding IEPs
- Classroom Management
- Visual Schedules
- Communication with Parents
- Clevertouch Boards

▲ 3/4 ▼

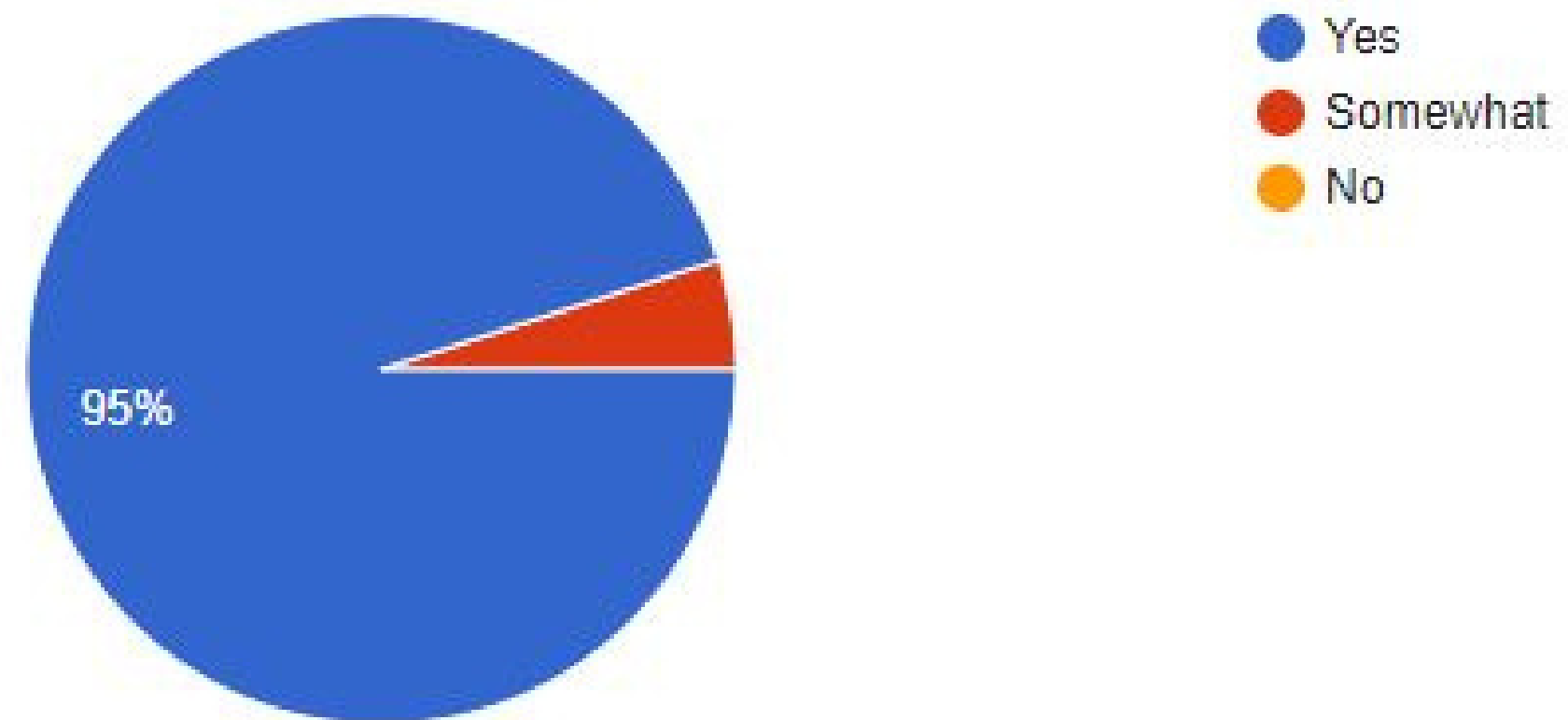


- Transitions
- PBIS
- RTI/MTSS
- Dyslexia/QPS/Six Syllable Types
- Student Chromebooks

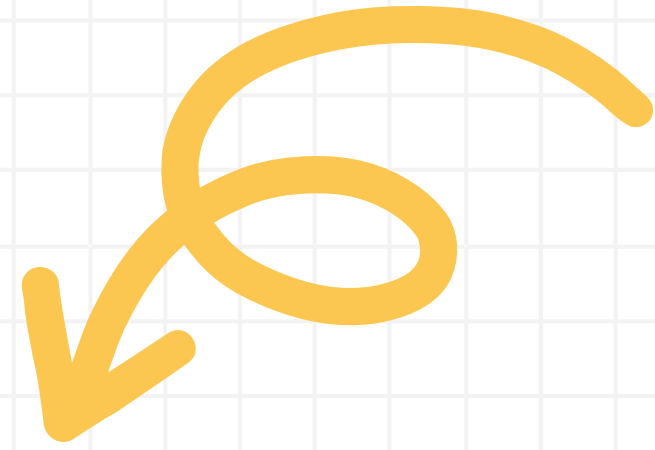
▲ 4/4 ▼

Area utilized

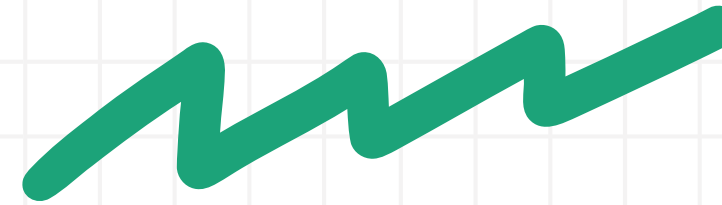
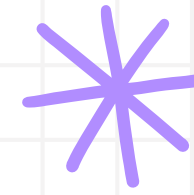
Data



% who found the Specialty Board Helpful



Data :



"I really liked knowing who I could go to easily and it was someone I normally wouldn't collaborate with."



"Kelly was able to give me an outside view of my student's need. She also provided me with some resources."



"I liked that I was able to see who felt confident and was open to help me."



"Can we add the categories of Staff Moral, PTO, and School Committees?"

Our Discoveries

This is a resource that was needed

We didn't know we needed it until we piloted it

Staff are utilizing it

Staff are asking to expand it

Embedding the link in the daily announcements is very beneficial

Updates to the board should be made once a grading period or more.

It has been a positive addition

Relationships have been created that might not have been

Where are we headed next...

Evaluate what areas we currently have included.

Create a new board

Present the idea of the board on our first teacher day.

Present the new board

Send out the survey again asking teachers which areas they feel confident in supporting their colleagues.

Re-evaluate board areas at least each grading period or more.

Bibliography

Wright, W. E. (2019). Foundations for Teaching English Language Learners. Research, Theory, Policy, and Practice. Caslon, Inc.



Lean on me...

Principal Name: Kellie Pearson

School Name: Columbia Elementary

Team Members' Names: Lauren Canady and Sarah Sodervick

Principal's Email Contact: pearsonk@lcsc.k12.in.us

Background Leading to Our Inquiry (Slide 1)

- Logansport Community Schools is closing an elementary building and redistricting for the 2023-2024 school year.
- We wanted to pilot this idea of a staff specialty board before new staff join us next school year.
- LCSC has taken away many family programs and has adopted new programs.
- Teacher need to know it is okay to ask for help. They need something to help take the pressure off.

These four bullets are all issues that are immediate and were brought to our attention by our staff.

The Purpose of Our Inquiry (Slide 2)

Therefore, the purpose of our action inquiry was to provide a common resource for staff to find support for programs & procedures in our building.

Our Wondering (Slide 3)

With this purpose, we wondered if we create a staff specialty board, would it increase staff leadership and staff morale by giving them another way to collaborate with and support each other?

Our Actions (Slide 4)

- First, we created a list of different areas that teachers may need support in. We looked at all areas of education including programs, assessments, procedures, planning, behavior, etc.
- Second, we created a google form for the staff to complete. The survey asked them to choose no more than 4 or 5 areas that they felt confident in supporting a colleague. If a staff member, say a new teacher did not feel confident in any of the areas then they did not need to complete the form.
- Third, before giving the survey our team explained the purpose of a Staff Specialty Board and the reasoning behind its creation.
- Fourth, we created the staff specialty board and a google survey for the staff to complete after utilizing the board for data tracking purposes. Links for the board and the survey were put into the daily announcements each day.
- Finally, we analyzed the data and shared it with our staff.

- **Data Collection (Slide 8)**
- Staff Survey to create the Staff Specialty Board
- Staff Survey-after accessing Staff Specialty Board

Our Data (Slides 9-11)

Quantitative

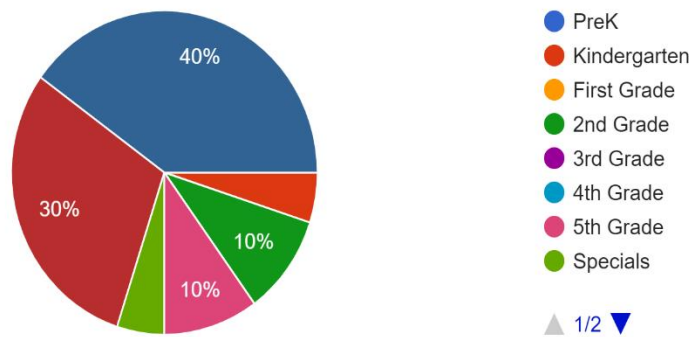
When we looked at the data, we looked at the following areas: who was using the Specialty Board, who were they asking for help, what areas were they asking for help in, and did those using the board find it useful. The data showed that the teachers in the primary grades were using the board most. They were using a wide array of staff in lower and upper grades for assistance. They used it most for support in OG phonics which is a newer program and requires some in depth training and for ILEARN.

Qualitative

Teachers reported that they really like knowing who they could go to easily and it was usually someone they didn't normally collaborate with. One teacher said that our Instructional Coach was able to give her an outside view of her student's need. She also provided her with some resources. Another teacher said that she liked that she was able to see who felt confident to help her. The teachers made suggestions about adding more categories for next year!

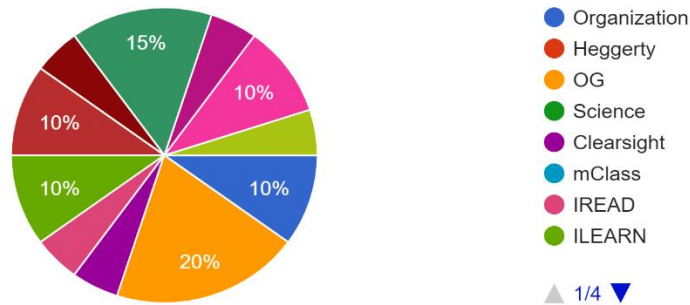
Grade/Area you teach

20 responses



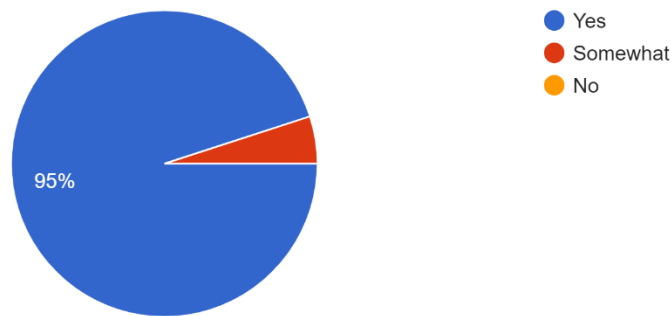
Which area did you utilize the Teacher Specialty Board for?

20 responses



Do you feel utilizing the Teacher Specialty Board was helpful?

20 responses



Our Discoveries (Slide 12)

- Learning Statement One: We didn't know we needed this support until we piloted it.
- Learning Statement Two: Embedding the link in the daily announcements is very beneficial
- Learning Statement Three: Relationships have been created that might not have been

We didn't know we needed this support until we piloted it. When we came across the Staff Specialty Board idea, we wanted to pilot it for next year. We thought it would be something that would be very helpful for our new teachers to use. However, once we got it going we learned that our veteran teachers were using more often and seeking support from some of our teachers that had been with us only a few years.

Embedding the link in the daily announcements is very beneficial. Giving the teachers access to the board and survey every day made it very easy for them to always know where to find it. We believe this helped in so many teachers accessing and utilizing it.

Relationships have been created that might not have been. Teachers began collaborating with colleagues that did not normally collaborate with. This was a big boost in our morale as a staff as well.

Where We Are Headed Next (Slide 13)

This project us showed us how much our staff want to collaborate and that they just needed to be given another avenue to use. Overall the board was utilized, or at least the form was completed 21 times from mid January to the beginning of April. We learned that teachers are eager to lean on each other for support instead of always asking administration. We also learned that the teachers being asked for help felt very valued and appreciated. It was a win for both sides. All members of the team are currently or have gone through the Purdue EL Licensing program. During this program a main focus was on collaboration and support. Wright(2019) stated that in schools that have a variety of programs but no ESL specialist, classroom teachers can help each other by sharing ideas and resources with other. This is our vision for the teacher specialty, not only for EL support but for support in many areas of education.

This project was a pilot for creating a Staff Specialty Board for the 2023-2024 school year. We plan to add more categories to the board and update the board each nine weeks. We will present the idea to all staff, new and old on our first teacher organization day. We will again send out surveys asking teachers which areas they feel confident in supporting their colleagues. We plan to embed the link to the board in the daily announcement email again as this proved to make it easy for teachers to access. We also have plans to help our other elementary schools in our corporation create a Specialty Board of their own. We presented this project at a school board meeting and several administrators and board members were interested in hearing more about the project.

Bibliography (Slide 14)

Wright, W. E. (2019). Foundations for Teaching English Language Learners. Research, Theory, Policy, and Practice. Caslon, Inc.

