
Teacher Leaders = Innovators

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“Here's to the crazy ones, the misfits, the rebels, the troublemakers, the round pegs in the square holes... the ones who see things differently -- they're not fond of rules... You can quote them, disagree with them, glorify or vilify them, but the only thing you can't do is ignore them because they change things... they push the human race forward, and while some may see them as the crazy ones, we see genius, because the ones who are crazy enough to think that they can change the world, are the ones who do.” - Steve Jobs

A big “thank you” goes out to all SBTLs who attended the February professional development. Your bravery in challenging yourself in improving the creation of teacher action steps is uplifting - AND - your courage in embracing yourselves as innovators and seeing yourself in a different creative light has been exhilarating. Keep up all your hard work in your instructional and personal development, as your growth mindsets are visably evolving. We applaud you.

RESOURCES

February K-8 SBTL PROFESSIONAL DEVELOPMENT

February 26th, 27th, 28th Materials

- [Click here](#) to access the February presentation.
- [Click here](#) to access the February’s interactive notes.

Instructional Leadership Development

This month we zoomed in on the 3rd step of the *Six-Steps to Effective Feedback* from *Leverage Leadership: A Practical Guide to Building Exceptional Schools* by Paul Bambrick-Santoyo.

Praise	• Narrate the positive with precise praise	1 – 2 minutes
Probe	• Use targeted open-ended question and scaffold to identify the core issue	2 – 6 minutes
Action step	• State single, concrete, highest-leverage action step	1 minute
Practice	• Simulate how to improve current practice	As much time as remains
Plan ahead	• Design/revise upcoming lesson plan to implement action	As much time as remains
Follow-up	• Establish timeline when the action step will be completed	1 – 3 minutes

When writing action steps use the criteria below:

- **High-Impact:** the move that will make the biggest difference for student learning or adult investment
- **Criteria for Success:** clarity around what success looks like or sounds like
- **Practicable:** the SBTL can help the teacher practice it or plan for it
- **Achievable:** can be accomplished in 48 hours

Here are a few examples of action steps that meet the criteria above:

1. Post objectives in student friendly terms, prominently for students to see throughout the lesson.
2. Make at least one connection between the lesson objective and past learning.
3. Ensure that students have particular tasks or responsibilities within small groups. Communicate these tasks both verbally and in writing.

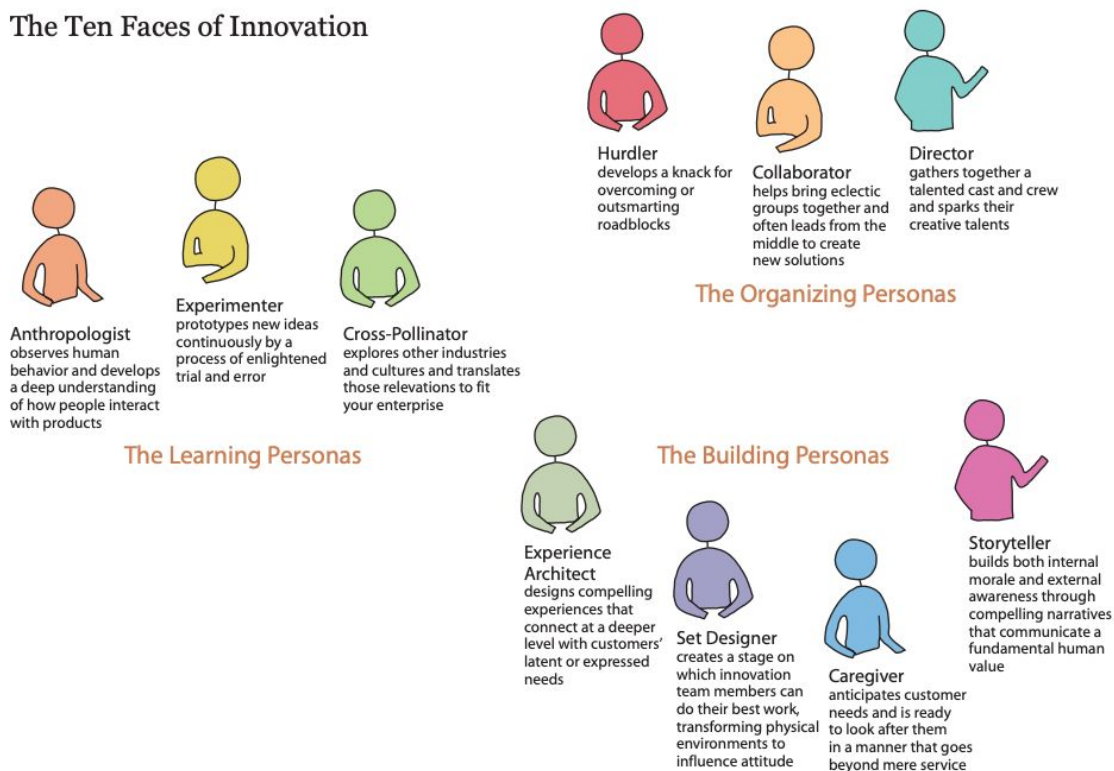
Personal Leadership Development

[The Ten Faces of Innovation](#) by Tom Kelley

This month during our leadership development, we learned how our knowledge and experience affects who we are as innovators. We know that our *faces* can evolve over time, that we can work to increase our efforts in a specific *face*, and that our *face* may be different depending on our surroundings.

Our personas and faces can affect many things. It can affect how we choose to give feedback and action steps during a debrief with a teacher (i.e. that murky water). It can affect our input during a leadership meeting. It affects how we problem solve. As you move through the next few weeks, focus on your *face* when problems arise or when you are brainstorming with a group. The more you see yourself as an innovator the more creative you will become.

The Ten Faces of Innovation

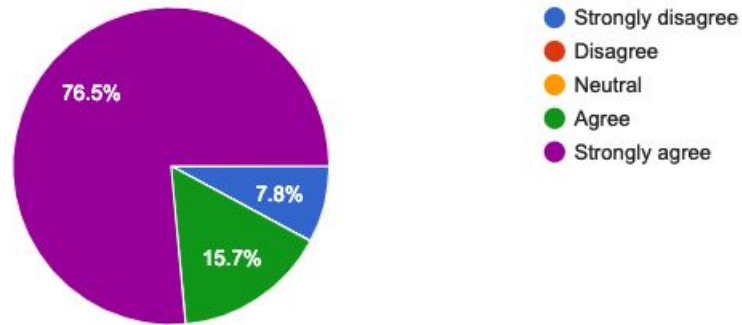


PARTICIPANT FEEDBACK

February K-8 SBTL PROFESSIONAL DEVELOPMENT

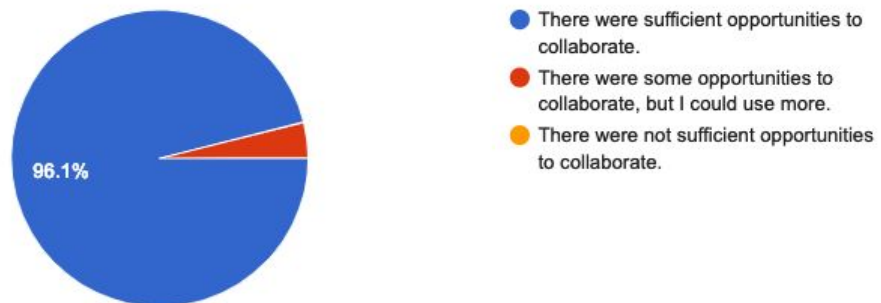
Today's session provided me with time to reflect on my practice and extend my skills as an instructional leader.

51 responses



How would you describe your opportunities to collaborate during today's sessions?

51 responses



What worked well today that we should replicate in the next session(s)?

51 responses

Collaboration between different faces for problem solving
Identifying leadership styles and working with mixed groups
I really enjoyed the opportunity to experience moving from working with people with the same face to different faces. It really put into perspective the importance of being surrounded by different faces.
Innovator Activity was thought-provoking. I enjoyed doing something 'different.'
A lot of time to work with the other SBTLs
Appreciated the space to work and collaborate with SBTLs. Appreciate the new ideas that can be brought back to other leaders in school. Think using exemplar videos representing our teachers and students is great!
The movement and innovator activities
I enjoyed spending more time with the action steps.
The innovator styles
The Ten Faces of Innovation is something that I will turn around with my leadership team.
Giving time to circulate in the room and meet other SBTLs with the same face.

Suggestions Box: Please share additional suggestions/comments on how we can improve our K-8 SBTL PD.

24 responses

Thanks!
Thank you for always being prepared and engaging. These are always the best PD sessions in the district!
Not need for improvement
Creating a shared SBTL folder for resources across schools and teachers.
Creation of a google folder were SBTLs can share and upload all of the resources talked about during PD sessions
I could use time to talk about the needs at our school.
Thank you for an interesting day!
You ladies are always so well organized and planned. Thank you for all you do!
I like the idea of a having SBTL meetings. It gives you a chance to speak and talk with our colleagues. a chance to get new ideas or bounce off of each other



WE HEARD YOU K-8 SBTL DIRECTORY

It is important that we have peers and colleagues to connect with but, that can be difficult in the SBTL position as most SBTLs work as an individual entity. Having fellow teacher leaders to bounce ideas off of, brainstorm, or problem solve can help in many ways.

As mentioned during our meeting, we will create a K-8 SBTL Directory for those who are interested. If you would like to participate, please fill out the form below by **March 10th**. The directory will only be shared with those who have participated.

Fill out [this form](#), if you would like to be included in the K-8 SBTL Directory.

THIS MONTH'S "YOU SHOULD KNOW..."

...from the Office of Teaching & Learning

- The K-8 SBTL Job Description (T4) has been approved and finalized. The description will be shared with you from your principal. Be on the lookout as it is hot off the press!

...from the Office of Specialized Services

- The Office of Specialized Services have identified that our K-2 students struggling with phonemic awareness are in need of consistent practice. We would like to encourage you to connect with your building's Special Education Liaison (SEL) to assist in guiding support in this area as a collaborative effort.
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LEADERSHIP & DEVELOPMENT OPPORTUNITIES

TEACHER LEADER ACADEMY: Accepting applications until 3/3/2019

The objective of the Teacher Leader Academy is to strengthen teacher leadership by aligning teacher leader roles and development structures to competencies and indicator skills essential for success. This will be done by supporting teacher leaders through intentional learning experiences in a 3-day summer intensive cohort format with follow up professional development and individualized coaching. Teacher leaders in the

academy will have an opportunity to: (1) develop essential leadership skills, and (2) to establish a network of colleagues who can be a professional resource. **This opportunity is open to all teacher leader roles within the District. No late applications will be accepted.*

PART-TIME CURRICULUM WRITERS: Open until filled

The Office of Curriculum, Instruction, & Assessment is looking for part-time curriculum writers for ELA, Social Studies, Math, & Science! Writers can actively participate in 82→130 hours of curriculum work.

TUNE UP TUESDAY: 3/12/19 & 3/26/19

Tune Up Tuesday is a series of engaging and interactive professional development opportunities that empower teachers, promote collaboration, and provide teachers with a variety of next-day strategies to help them tune up their craft.

Check out the March Flier, [here!](#)

TEACHER SYMPOSIUM: 4/13/19

Questions go to: professionaldevelopment@philasd.org

The Teacher Symposium is an annual, teacher-led professional development event that gives teachers the opportunity to participate in engaging, relevant professional development sessions that will have a direct impact on their instructional practices.

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[Click here](#) to find more opportunities for teacher leadership and development on the Teaching & Learning websites!
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Bulletin Provided by:
Office of Teaching & Learning | [Teacher Leadership](#)
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