

# MS Administrator Retreat

8/13/21

# Some things we talked about yesterday (Vision & Strategy)

- Focus. Equitable excellence work for schools is focused on (1) experiences, climate, and culture, and (2) highly effective instruction.
- Scaling excellence is people work. People work depends on clear focus and managing cognitive load.
- For teachers, improving classroom instruction has a massive impact both on student learning and the quality of their overall student experience.
- Building expertise in any complex task is challenging, slow, and requires focused practice
  - Classroom teaching is about as complex as it gets
- Data for monitoring what the adults are doing matters even more than outcome data.
- This is long-term work. Target fall 2022 (or before).

# Some things we didn't talk about yesterday (Implementation)

- What does it look like to build schoolwide systems that cause adults to teach even better and ensure even better student experiences?
- What is school leadership's role in making this work flourish?
- What is district leadership's role in making this work flourish?
- What is teaching staff's role in making this work flourish?
- How do we leverage valuable resources (e.g., SIW) to best support our focus?
- What would a good "school design plan" look like?
  - Where does "design" really come into play?
  - What needs to be tight? What should be loose?

# Thinking about tight & loose

## **Tight**

- Improving classroom instruction and climate/culture/experiences
- Evidence-based & high-impact
- Active involvement & learning of all adults
- Monitoring of implementation and outcome data
- Clear and limited focus (manage cognitive load)

## **Loose**

- Focus within the strategic domains of instruction and experience
- Choice - Not every adult needs to have the identical goal
  - Too much choice isn't manageable and increases cognitive load
  - Too little choice limits relevance and motivation
- SIW schedule
- Creating opportunities for teacher collaboration outside of SIW
- Selecting data and how to monitor

## In 5 years...

- What would it look like at your school for school improvement work and goals to involve all adults in the building?
- What would it look like to have all adults engaged in meaningful learning and focused practice?
- What implementation data would most effectively measure progress?
- What outcome data would best demonstrate excellence?