

Worcester Leadership Network: Agendas

School Year 2021-22

Worcester Leadership Network

Summary of Agendas

2021-22 School Year

This document includes summary of the goals, outcomes, and agenda for each Leadership Network Session held during the 2021-22 school year. Full agendas inclusive of all program materials are available [here](#).

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School Year 2021-22

1. Network Session Outcomes and Agenda – Session 1 – October 2021

Goals for First Session

1. To share and review the network plan for the year, including continued use of network tools and inquiry cycles organized around Problems of Practice aligned with schools' Acceleration and Improvement plans.
2. To use our Leadership Network to share experiences from the first month of the year to assess our current reality and reengage in our collective efforts to improve instruction and student achievement.
3. To begin to consider potential shared Problems of Practices that schools can continue to work on and to formally include in Acceleration and Improvement Plans.

Outcomes – Participants will:

- Understand the Leadership Network scope for the year and how this work supports and reinforces school-level planning and improvement.
- Develop short-term actions and goals for using **Teaming Structures** and the **Instructional Walkthrough Tool** to continue improvement efforts – to know where students are and how to support students, teachers, and parents.
- As individual schools, use criteria to prioritize and consider potential Problems of Practice that could be incorporated into current or to-be-developed Acceleration Plans.

Agenda

5m	Welcome and Review of Goals and Outcomes
10m	Leadership Network Plan for the year Leadership Network Sessions – Collaborative Walkthroughs – Affinity Groups and PDSA Cycles
25m	Activity #1: Sharing Experiences from the first month – Open conversation What do we aspire to accomplish this year and what are we observing?
10m	Contextualizing our Network Theory of Action Alignment with Network Activities and Acceleration and Improvement Plans Engine for Instructional Improvement: Teaming Structures and Instructional Walkthroughs
5m	Break
25m	Activity #2: Team Conversation and Planning Teaming Structures and Goals: What do we aim to accomplish? Instructional Walkthroughs: What do we want to learn and how will we do so?
25m	Activity #3: How can we engage in deliberate inquiry around shared Problem of Practices to accelerate improvement? Part 1: Using Criteria to select and clarify shared Problems of Practice. Part 2: Prioritizing and selecting Problems of Practice as the basis for Affinity Groups and Inquiry.
10m	Wrap up and next steps

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2. Network Session Outcomes and Agenda

Session Overview

In our October 1st Session, we reviewed the network plan for the year, focusing on continued use of network tools and organizing inquiry cycles through collaborative work on shared Problems of Practice. Each school developed short term **goals and actions** for using their **teaming structures to improve instruction** and how to use the **Walkthrough Tool/Visits** to support ongoing improvement efforts. Since our September Session, we formed Problem of Practice collaborative groups (Affinity Groups) and schools have developed a **Rationale and draft Inquiry Questions** around a shared Problem of Practice.

In today's Network Meeting, schools will begin by working in Problem of Practice working groups to clarify their school-specific and shared inquiry questions AND criteria for success, which will provide the foundation for how we collectively examine, study, and explore our inquiry questions. Then, school teams will have dedicated time to review progress on the goals and actions developed in the September session and develop school-specific actions (and a plan to study) directly related to your inquiry question(s) and shared Problem of Practice.

Goals and related Outcomes for Today's Session

1. In Problem of Practice collaborative groups, to: (a) use peer feedback to revise and finalize a rationale and inquiry questions around a shared problem of practice and (b) develop shared criteria for success – indicators of success and evidence – that will provide the foundation for engaging in deliberate inquiry.
2. In School Teams, to: (a) use existing walkthrough data (and other information as relevant) to assess progress on action steps developed in September and (b) develop an Action Plan that describes the **Change** that you are implementing and a **Plan** for collecting and analyzing data on your inquiry question(s) between now and our January Network Session.

Agenda

5m	Welcome and Review of Goals and Outcomes Leadership Network Sessions – Collaborative Walkthroughs – PoP Collaborative Groups and PDSA Cycles
10m	Activity #1: Building upon our Successes – Reflecting on Aspirations Reflecting upon where you (your school, teachers, and students) are now in relation to our first session.
40m	Activity #2: Problem of Practice Collaborative Groups Peer review and feedback on inquiry questions Identifying criteria for success
10m	Debrief and review of Walkthrough Data – Transition to School Team Time
25m	Activity #3: School Team Time – Walkthrough Data Review of walkthrough data to assess progress on actions taken since September
35m	Activity #4: School Team Time – Developing Short Term action plans for collecting and analyzing data Input: Process for linking action to inquiry questions and evidence collection School teams will develop action plans for collecting and analyzing data
10m	Session Feedback – Wrap up and Next Steps

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3. Network Session Outcomes and Agenda

Session Overview

In our December Session, schools articulated school-specific and shared inquiry questions, and developed indicators for success and actions steps for pursuing their Problem of Practice. These actions (a plan to study the Problem of Practice) were recorded on the Google Slide decks. Since November, schools have continued to engage in inquiry through specific actions, designed to collect additional information or to implement changes intended to improve teaching and learning.

In February's Network Meeting, schools will begin in PoP collaborative groups, sharing the actions they have taken and what they have learned. Two schools in each group will have an opportunity to share their work – their inquiry question, the steps taken to date, what has been learned, and next steps. Then, school teams will have dedicated time to review formative assessment data (STAR and school-specific data) to: (a) analyze how students are progressing and (b) reflect on how, and whether, improvement efforts are directly linked to changes in student achievement.

Goals and related Outcomes for Today's Session

1. In Collaborative Groups, to: (a) share the results of your inquiry and (b) use each other as resources as you develop and refine your current or next inquiry cycle.
2. In School Teams, to: (a) carefully examine student data to assess growth and areas of need; (b) explain how your Problem of Practice and actions are making a difference; and (c) update and/or revise your Action Plan moving forward.

Agenda

5m	Welcome In memory of our friend and colleague, Giselle Martin-Kniep
10m	Review of Goals and Outcomes Continuing our inquiry and pursuit of improved teaching and learning.
35m	Activity #1: Problem of Practice Collaborative Groups – Sharing your approach and actions In Collaborative Groups, schools will share the results of their inquiry cycle.
10m	Full Group Review of Data Sheets and Preparation for Team Time
35m	Activity #2: School Team Work Time – Connecting data with your Problem of Practice Examining Student Data: What was the change in student achievement)? Explaining the Data: How can you explain the shift/change in student achievement? Linking Data with your Actions: How have your improvement efforts impacted student achievement? Refining your PoP Action Steps: What do you need to change, revise, or tweak?
20m	Activity #3: Collaborative Groups: Sharing of Data Analysis and Action Planning In Collaborative Groups, schools will have an opportunity to share their analysis and explanation, and to receive feedback on proposed next steps.
5m	Session Feedback – Wrap up and Next Steps

4. Network Session Outcomes and Agenda

Session Overview

In our January Session, schools continued to work on refining their improvement strategies, by reviewing data and exploring how current work is directly impacting student growth. School refined their inquiry question, the steps taken to date, what has been learned, and developed next steps.

In today's Network Meeting – our first in-person Network session in two years! – schools will have an opportunity to share the specific actions, processes, tools, and outcomes stemming from ongoing improvement efforts. Today's session will give schools the opportunity to learn how colleagues have developed and implemented **promising practices**—practices designed to improve instruction and provide targeted support to students—followed by dedicated time to consider how these practices might inform your own, school-specific improvement efforts. We will begin with a facilitated conversation about the district's leadership transition. Then, we will move to Problem of Practice sessions to share and examine the specific tools, processes, and systems used by schools and hear how schools have implemented these practices. We will close with a full group conversation on how to improve and continue the Network activities.

Goals and related Outcomes for Today's Session

4. To hear about and learn precisely how schools are implementing key improvement efforts.
5. To use our network—sharing practices and dialogue—so that each school can refine their own improvement efforts through actionable next steps.

Agenda

10m	Welcome
40m	Activity #1 - Open conversation: Maintaining momentum and preparing for change
10m	Break/Transition to Full Group
60m	Activity #2 - Deep Focus on Promising Practices Organized by Problem of Practice Collaborative Group: Each school will share their work. • What did we aim to accomplish? What was our goal? • How did we work to accomplish our goal? Our Change: Key steps, actions, processes, and systems. • What was the outcome of our work and how do we know we are successful and on track? • Questions – Challenges – Lessons Learned
20m	Activity #3 – Full Group Debrief and Sharing As a full group, participants are invited to dialogue, support each other in planning and thinking through next steps, and consider ways to work together around common issues and Problems of Practices. • What did we learn today that can inform our thinking and planning? • Reflecting on our Network: What works and how can we improve the Network? What are key principles or features of the Network that we should capture and continue? • What should or could the network look like next year?
10m	Closing and Exit Survey