



# Leadership Oregon RTI Conference April 2017

## Outcomes

- Examine the role of learning in times of complex, adaptive change
- Analyze leaders' assumptions about learning and their role in their own and others' learning
- Identify the strategic and tactical practices of leaders of learning

# Image Sort

- Choose an image from your table
- Quiet reflection: How does the image symbolize what role leadership plays or should play in effective learning?
- Share in your table groups

# Assumptions



- As you complete Handout Web 1.1, make a note about the evidence you are considering in choosing your response.
- Select one statement you agree with and one you disagree with.
- Share your thinking about each in this format:

I disagree with #6 because . . . .

I agree with #4 because . . . .

# Leadership Standard

**Leadership:** Professional learning that increases educator effectiveness and results for all students requires skillful leaders who **develop capacity, advocate,** and **create support systems** for professional learning.

# Leadership Standard



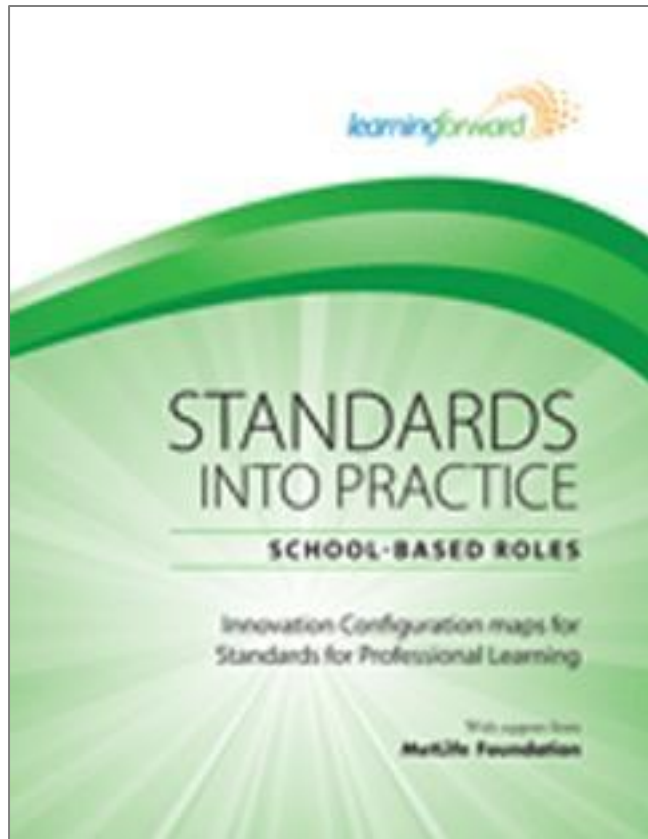
# Standards for Professional Learning



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TRANSFORMING PROFESSIONAL LEARNING

## Learning Innovation Configuration

- Innovation Configuration (IC) maps precisely define quality and measure fidelity of an innovation
- IC maps are tools for assessing the degree to which implementation approaches the ideal or fidelity





# Leadership

- 2.2.1: Articulates the link between student learning and professional learning
- *Where is your district? Where are you? What could you do to move to the next level?*
- 2.3.1: Influences/establishes systems and structures for effective professional learning
- *Where is your district? Where are you? What could you do to move to the next level?*

# Upside and Downside

Strong teacher communities can be effective or not depending on whether the teachers collaborate to **make breakthroughs in learning** or whether they reinforce methods that, as it turns out, do not achieve results.

McLaughlin & Talbert

# Leaders' Contributions to Standards

- Complete Handout Web 1.3, *Leaders' contributions to Standards of Professional Learning*.
- Read key questions about how leadership integrates with the other six standards.
- Choose one of the six other standards. Ask: What do effective leaders do to ensure this standard is in place?

# Missing Standards

- What happens if a standard is missing?
- What standard might be missing in your context?

## Managing changes in practice HANDOUT 6.3

Learning Communities	Leadership	Resources	Data	Learning Design	Implementation	Outcomes	Educator effectiveness and student results
	Leadership	Resources	Data	Learning Design	Implementation	Outcomes	Pockets of excellence
Learning Communities		Resources	Data	Learning Design	Implementation	Outcomes	Lack of support
Learning Communities	Leadership		Data	Learning Design	Implementation	Outcomes	Resistance
Learning Communities	Leadership	Resources		Learning Design	Implementation	Outcomes	Lack of focus
Learning Communities	Leadership	Resources	Data		Implementation	Outcomes	Inadequate learning
Learning Communities	Leadership	Resources	Data	Learning Design		Outcomes	Unsustained change
Learning Communities	Leadership	Resources	Data	Learning Design	Implementation		Misalignment of goals

Adapted by Learning Forward Senior Consultant Chris Ryan from Argyres, D. (1987). *Managing complex change*. Pittsburgh, PA: The Enterprise Group, Ltd.

- Of the missing standards and their implications, which seems most useful in helping you recognize solutions to a similar problem?
- What insights did you gain about professional learning from this chart?

# Reflection

Complete Handout Web 1.4, *Reflection*.

What will you start, stop, and continue doing as a leader to build capacity, advocate, and create systems and structure for professional learning?

# Learning Forward-Oregon

- Thank you!
- Please complete the surveys and exit slip to help us shape Learning Forward-Oregon
- Sign up to receive Learning Forward-Oregon emails
- Attend our partner's meeting this spring (date TBD)