

IT'S NOT JUST FOR GRAD SCHOOL ANY MORE!

TY DUNCAN

COORDINATOR OF ACCOUNTABILITY

AND COMPLIANCE

REGION 17 ESC

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YOU ARE NOT TRYIN'!!

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WHAT DID YOU LEARN IN GRAD SCHOOL?



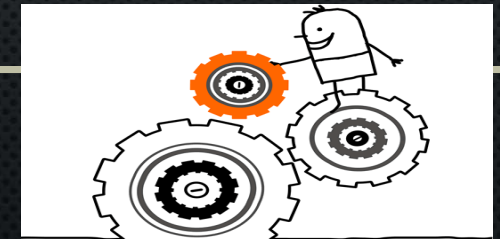
SINGLE CELL ACCOUNTABILITY SYSTEMS

- PASS/FAIL- YES/NO OUTCOMES
- ISOLATE PROBLEM AREA
- ALLOWED ISOLATED FIXES TO ISSUES LARGELY SINGLE TEACHER DRIVEN
- TEACHERS DID NOT HAVE TO UNDERSTAND ACCOUNTABILITY OUTCOMES DEEPLY.



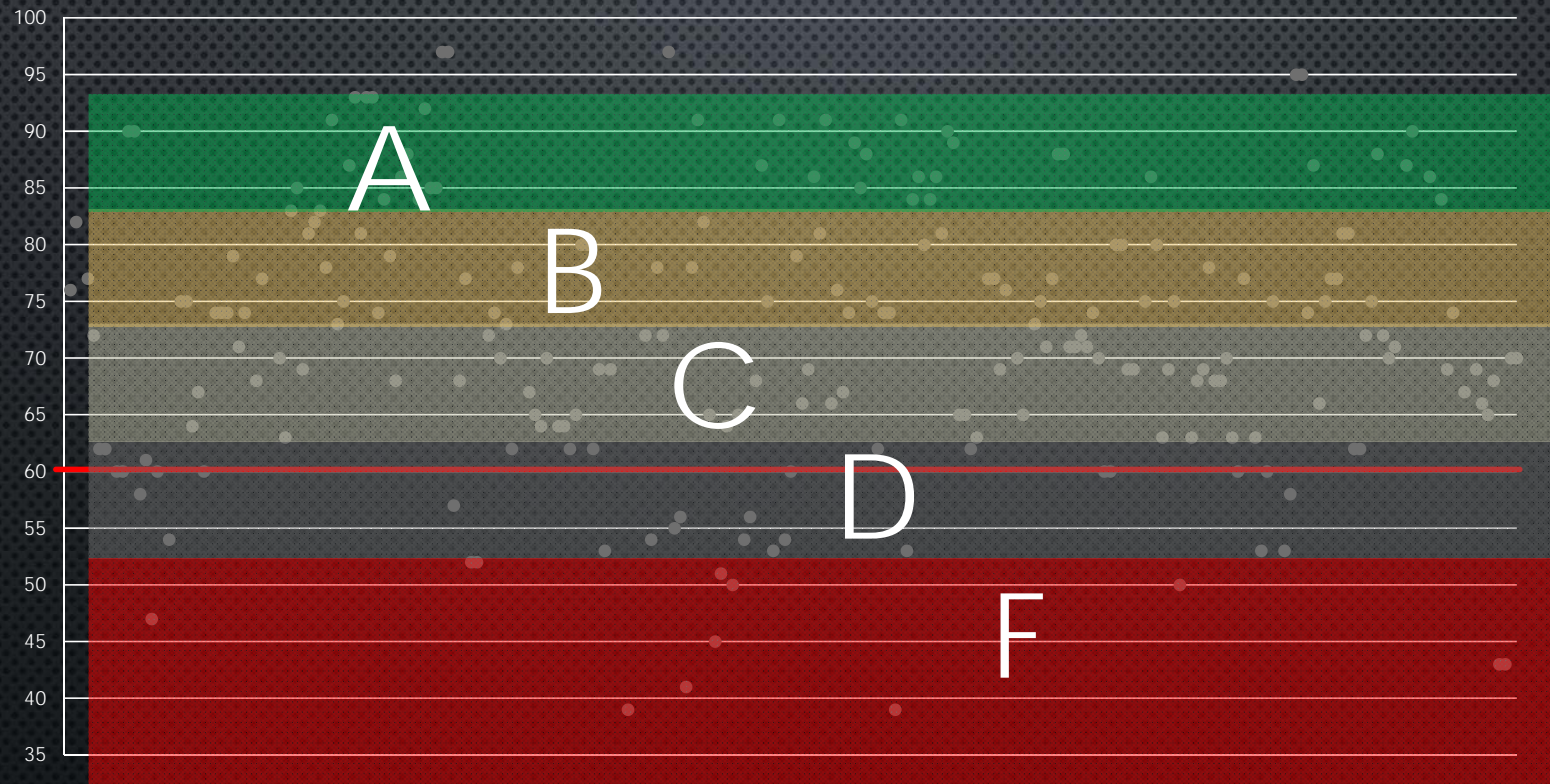
INDICES/DOMAIN ACCOUNTABILITY SYSTEMS

- SOPHISTICATED METHODOLOGY
- HIGHLIGHT SYSTEMIC ISSUES
- REQUIRES MORE CULTURAL AND ORGANIZATIONAL CHANGE
- TEACHERS MUST HAVE INTIMATE KNOWLEDGE OF DRIVERS OF ACCOUNTABILITY



MOVING TO A TIERED ACCOUNTABILITY SYSTEM!

Region 17 Campus Index 1 Scores



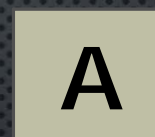
STAAR Component



Texas Higher Education Coordinating Board

By 2030, at least 60 percent of Texans ages 25–34 will have a certificate or degree.

Student Achievement Score



	All Students
Total Tests	3,212
# Approaches Grade Level or Above	2,977
# Meets Grade Level or Above	1,945
# Masters Grade Level	878
% Approaches Grade Level or Above	92.7%
% Meets Grade Level or Above	60.6%
% Masters Grade Level	27.3%

Average of 3

$$92.7 + 60.6 + 27.3 / 3 = 60.2$$

Student Growth: Percentage of Students Gaining

.....Current Year.....

	Does Not Approach Grade Level	Approaches Grade Level	Meets Grade Level	Masters Grade Level
Does Not Approach Grade Level	Met/Exceeded Growth Measure = 1 pt Did not meet = 0 pts	Met/Exceeded Growth Measure = 1 pt Did not meet = .5 pts	1 pt	1 pt
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Meets Grade Level	0 pts	0 pts	1 pt	1 pt
Masters Grade Level	0 pts	0 pts	0 pts	1 pt

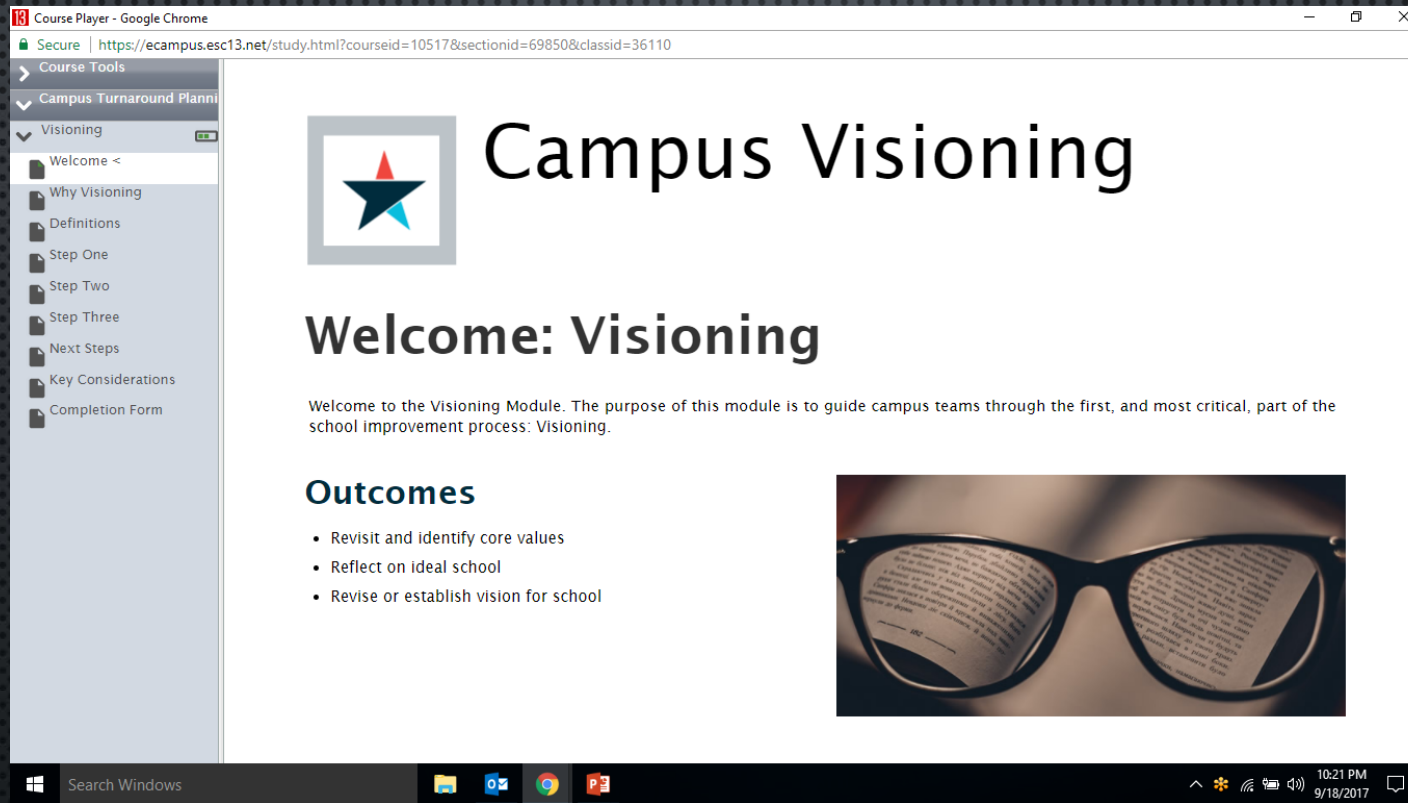
.....Previous Year.....

VISION



PEOPLE WITHOUT VISION USUALLY HAVE NO IDEA.
IT KIND OF COMES WITH THE TERRITORY!

TCDSS VISIONING MODULE!



Course Player - Google Chrome

Secure | <https://ecampus.esc13.net/study.html?courseid=10517§ionid=69850&classid=36110>

Course Tools

Campus Turnaround Planni

Visioning

- Welcome <
- Why Visioning
- Definitions
- Step One
- Step Two
- Step Three
- Next Steps
- Key Considerations
- Completion Form


Campus Visioning

Welcome: Visioning

Welcome to the Visioning Module. The purpose of this module is to guide campus teams through the first, and most critical, part of the school improvement process: Visioning.

Outcomes

- Revisit and identify core values
- Reflect on ideal school
- Revise or establish vision for school



[HTTP://ECAMPUS.ESC13.NET/SHOW_CLASS_INFO.HTML?CLASSID=36110](http://ecampus.esc13.net/show_class_info.html?classid=36110)

"HE WHO HAS A WHY
CAN DEAL WITH ANY
WHAT OR HOW."

• STEPHEN COVEY

IF YOU WANT TEAMS TO SHARE UNITY
OF PURPOSE THEN IT HELPS TO DEFINE
IT!

Accountability Outcomes

Community Beliefs



Workforce Needs

Citizenship

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TEAM BUILDING!!



“THE *ULTIMATE* DYSFUNCTION OF A TEAM IS THE TENDENCY OF MEMBERS TO CARE ABOUT SOMETHING OTHER THAN THE COLLECTIVE GOALS OF THE GROUP.”

~PATRICK LENCIONI

THE 5 DYSFUNCTIONS



ACTION ITEMS FROM LENCIONI'S WORK

- TELL YOU STAFF YOUR PERSONAL STRENGTHS AND WEAKNESSES! VULNERABLE LEADERS HAVE VULNERABLE FOLLOWERS!
- IF IT CAN BE SENT IN AN EMAIL THEN DON'T HAVE A MEETING. MEETINGS SHOULD HAVE A PURPOSE THAT IS AROUND THE WORK!
- CREATE STRUCTURES AT THE BEGINNING OF THE YEAR THAT ALLOW PEOPLE TO GET TO KNOW EACH OTHER. WHEN PEOPLE CARE ABOUT OTHERS PERSONALLY THEN TEAMWORK INCREASES.
- PUBLISH DESIRED OUTCOMES! IT IS VERY DIFFICULT TO GO A PLACE THAT IS NOT DEFINED.
- RESIST THE TEMPTATION TO WORK ON THINGS THAT ARE NOT CENTERED ON THE WORK. TENDING TO THE TEAM MAKES THE WORK MORE FUN AND THE OUTCOMES BETTER!

ACTION ITEMS FROM LENCIONI'S WORK

- PRAISE DESIRED BEHAVIOR IN ADULTS LOUDLY.
- THE PASSION OF AUGUST WILL WEAR OFF. IT THEN BECOMES ABOUT PERSISTENCE OF LEADERSHIP. PUT CALENDAR REMINDERS ON YOUR CALENDAR FOR THE ENTIRE YEAR THAT REMIND YOU AS A LEADER TO MOTIVATE THOSE WHO HAVE LOST THE PASSION.
- COMMUNICATE WITH YOUR STAFF IN INFORMAL WAYS OUTSIDE OF WORK. A SIMPLE TEXT TELLING PEOPLE THEY ARE APPRECIATED BUILDS TRUST AND LOYALTY. CREATE A CALENDAR REMINDER THAT SAYS "SEND TEXT TO PEOPLE." PLAN IT!
- TAKE YOUR TWO SIX WEEKS AND PLAN YOUR WALKTHROUGHS AND TEAM BUILDING ACTIVITIES. BE INTENTIONAL ABOUT CREATING TEAMS.

Discretionary Effort

The Difference Between What Your Team
is Giving and What They are Capable of
Giving – And How to Get Them to Give It!

Tim Dalhouse, MBA, PMP



Vets2PM

CURRENT
STATE

ideal
STATE



IF YOU WANT TEAMS TO SHARE UNITY OF PURPOSE THEN IT HELPS TO DEFINE IT!

Accountability Outcomes

Community Beliefs



Workforce Needs

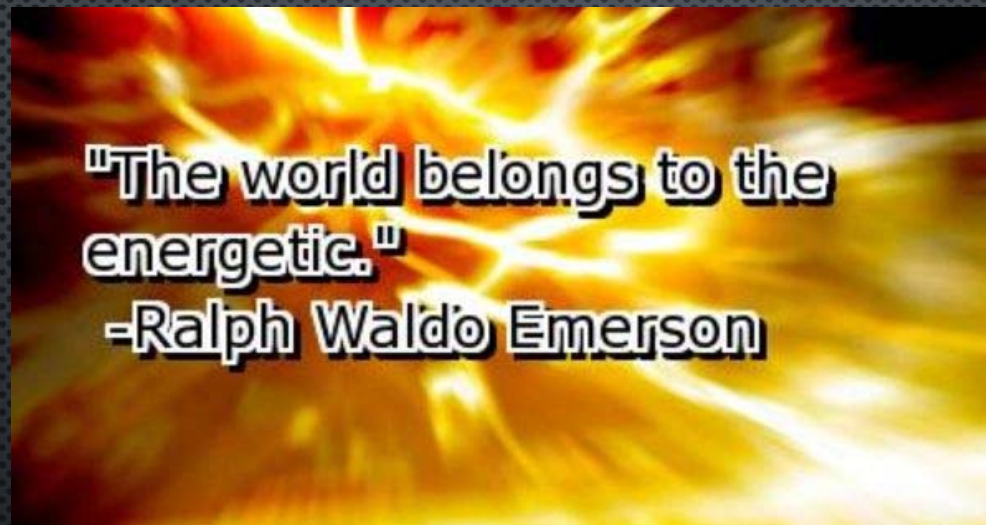
Citizenship

KEEP PROGRESS DATA IN FRONT OF ALL STAFF CONSTANTLY!!

	Limited Growth--0	Expected Growth--1	Accelerated Growth--2
Masters Grade Level			
Meets Grade Level			
Approaches Grade Level			
Did NOT Approach Grade Level			

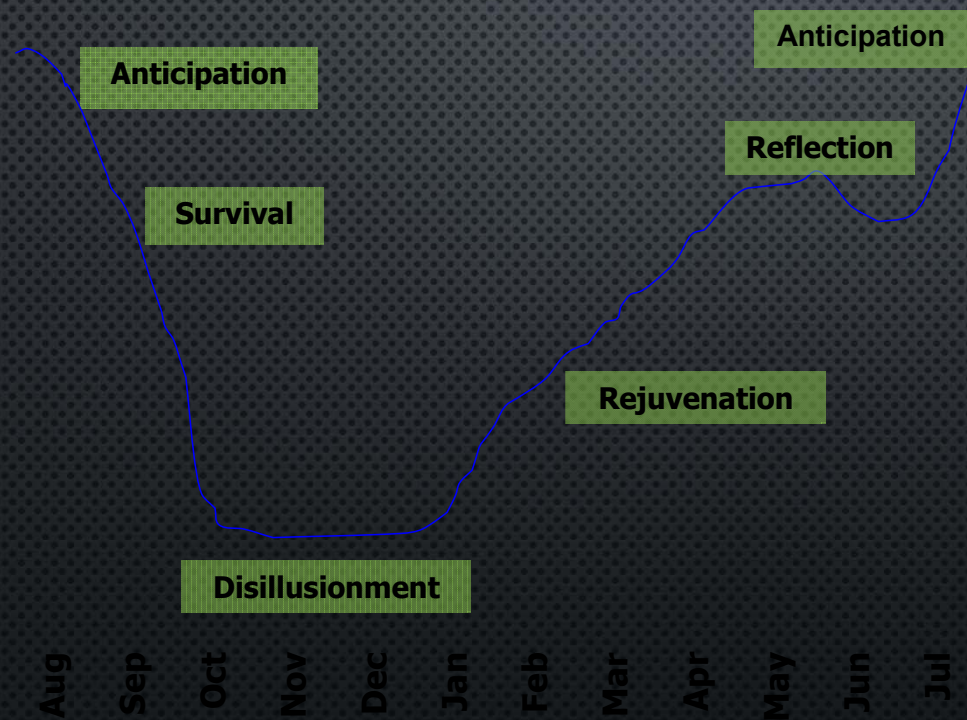
Publish Data That STIRS THE SOUL!!!

EMOTIONAL ENERGY!



HOW MANY ORGANIZATIONS HAVE YOU SEEN WHO ARE MORE INTENSE THAN THEIR LEADER?

Phases of Teaching: Attitudes Toward Teaching



We must engage in reflective conversations with our faculty to get us on the upward path to renewed energy and enthusiasm!

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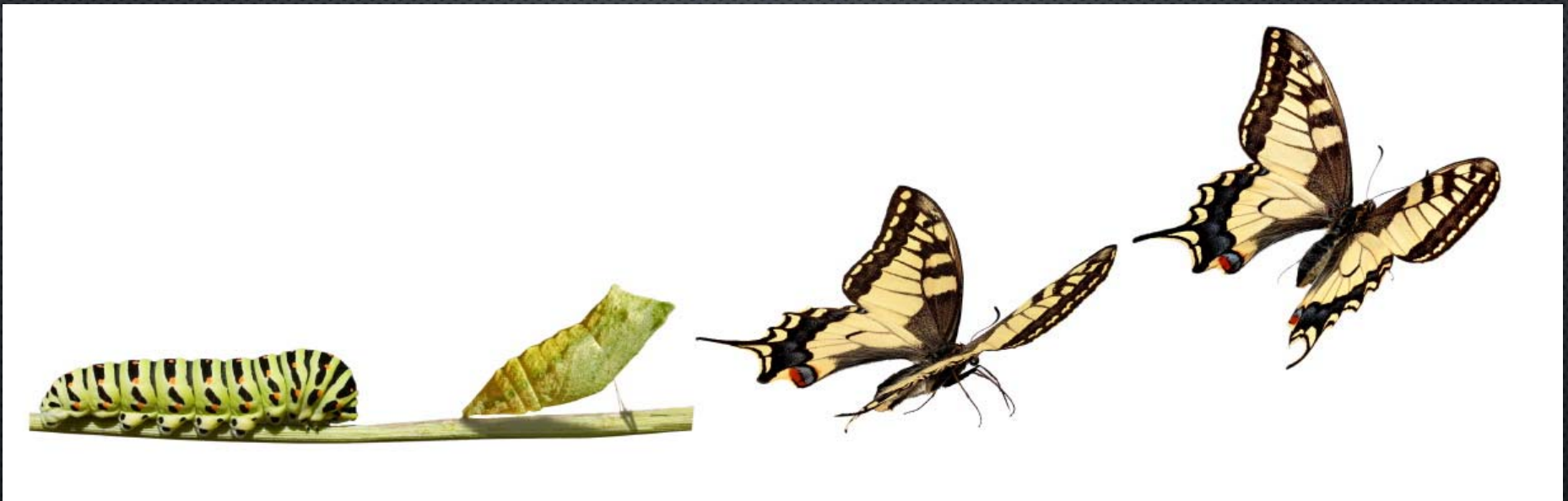
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TRANSFORMATIONAL LEADERSHIP



Coaching Counts

Instruction Related Tasks	% of overall principals' time	Math Value Added (Effect Size)
1. Brief classroom walkthroughs	5.4%	-0.154
2. Formally evaluating teachers	2.4%	.245
3. "Other" instructional tasks (analyzing data, designing intervention programs, scheduling tutoring sessions, grouping students, etc.)	2.3%	-0.064
4. Developing the educational program (reviewing lesson plans, meeting with teachers or departments to review curriculum implementation, etc.)	1.4%	0.349
5. Preparing or delivering teacher PD	.6%	-0.040
6. Coaching teachers to improve their instruction	.4%	1.057

Grissom, J.A., Loeb, S., Master, B. (2013). Effective instructional time use for school leaders: Longitudinal evidence from observation of principals. *Educational Researcher*, 42(8), 433-444.

THE WORK IS LEARNING!

- IF THIS IS TRUE.....
 - NOT EVERYTHING WE DO IS AS IMPORTANT AS LEARNING!
 - THEN COMPLIANCE LEADERS WILL FAIL WHEN THEY PLACE FOCUS ON OTHER THINGS AND ORGANIZATIONAL TASKS.
 - THERE IS NO FINISH TO THE WORK! TRANSFORMATION IS NEVER COMPLETE IN STUDENTS OR TEACHERS!
 - THEN WE MUST BE RELENTLESS ABOUT LEARNING!

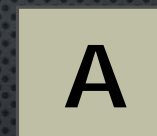
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99.999984%
Success Rate



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