

The Visible Leader: Sharing Our Craft

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<https://tinyurl.com/y3qogh3x>



The Visible Learner

- Writing teacher/admin professional goals that include Success Criteria and answer the questions: Where am I going, how am I doing and where to next?
- Coaching & supporting teachers to understand their own learning & to evaluate their impact on students' learning
- Recognizing & addressing when your school is in The Pit & working together to climb out
- Working to develop the Mindframes amongst faculty

Know Thy Impact

- Using various tools to measure my leadership impact on:
 - school culture & climate
 - student learning
 - parent-community relations
- Seeking & using feedback about the effect of my leadership
- Principal goals/evaluation include Success Criteria
- Developing the capacity of faculty & staff to:
 - seek, receive, act on and give feedback with one another
 - use effect size & learning progressions to evaluate impact

Visible Leading (& Teaching)

- Hiring and retaining the best teachers
- Seeking out & using feedback about your leadership
- Creating collaborative meeting times and structures
- Ensuring that teachers are competent & comfortable w/ DIIE*
- Employing high-effect size teaching strategies during teacher PD & faculty meetings (ie. dialogue vs. monologue, etc)
- Developing and using a shared language of learning w/ faculty
- Boosting the thrill, will & skill of teachers

Effective Feedback

- Creating an environment of high relational trust
- Demonstrating that errors are welcomed – even for teachers!
- Using student voice as feedback at all levels of the school
- Providing feedback to teachers that is linked to their learning goals & that closes the gap between where they are at & where they want to be.

Visible Learning School

- Activating teacher leadership & harnessing teacher expertise
- Providing support, time & resources for teachers to grow in their ability to use & execute the DIIE* cycle
- Creating “communities of scholars” who work together to maximize each others’ success
- Identifying & implementing high-leverage school-wide actions & changes in structure
- Optimizing all systems within the school: scheduling, grouping, professional development, meetings, teacher evaluation, classroom observations, student assessments
- Keeping the focus on the instructional core: teachers, students & content

DIIE Cycle:

