

## Sonoma Leadership Network Advanced Cohort, Year 5 ■ 2009-10

### Next Steps in the PLC Journey: Taking on Culture, Accountability & Grading Practices

The Sonoma Leadership Network Advanced Cohort brings school/district teams back together for a fifth year to deepen their understanding and implementation of the essential foundations and structures for sustaining highly effective professional learning communities (PLCs). Teams will learn how to:

1. Create, expand and sustain a supportive, collaborative culture and address toxic resistance.
2. Embed fair and supportive accountability at every level of the system to ensure that student learning goals are met.
3. Address ineffective, unfair grading practices and move all students to standards-based grading.
4. Develop an ongoing districtwide review protocol that promotes and documents school/district successes via artifacts and video records.

The Network is an ongoing professional development initiative for district leaders, principals, and teacher leaders. Each session is dedicated to the study and implementation of research-based strategies that improve student achievement and narrow the achievement gap. Every session provides tools, strategies, and protocols that can be used tomorrow! A Network pre-session, PLCs 101, is scheduled for all new team members.

#### What you'll gain from the Network

- Plan of action for deepening the implementation of PLCs throughout your district and schools.
- Trained facilitators to work in-district with your team(s) as you implement your action plan.
- Practical strategies, tools, and insights from research on gap-closing schools and districts that operate as PLCs.
- Invaluable team time at each meeting to debrief, plan, and act.
- An implementation plan for achieving and sustaining specific, strategic practices to improve student learning.
- Focus on sustaining professional growth efforts by "keeping the momentum going."
- Connection of Network content to the Essential Program Components (EPCs) and your district, school, and/or DAIT plans.

#### 2009-10 Network dates and content

Except for the pre-session, all meetings are held at SCOE from 8:30 A.M. to 4:00 P.M. Lunch is provided.

- **Pre-Session, September 9** – A "PLCs 101" overview required for new team members. Held 4:00-8:00 P.M., with dinner provided.
- **September 21** – The elements of healthy/toxic cultures, transforming toxic cultures, and addressing resistance.
- **November 5** – Taking stock of how schools measure learning, purpose and myths about grades, identifying the grading problem, and needs.
- **January 21** – Examining grading practices and distribution, laying a foundation for change.
- **March 18** – Identifying how to hold the system and people accountable for student learning and what changes are needed.

In addition, four meetings will be held between sessions for district leads and facilitators to gauge progress, problem-solve, and identify needs.

### Benefits of Network participation

Network teams will be guided through an interactive process and gain access to relevant, practical strategies and tools to:

- Examine the value and critical elements of culture in school improvement, explore the harmful effects of toxic cultures and resisters, learn strategies for assessing and shaping school/district culture, and create an action plan to address identified culture needs.
- Determine effective accountability models for student learning at the board, district, school, and classroom level.
- Identify problems and equity issues with current grading practices by examining elementary and secondary grading alternatives and standards-based grading models.
- Develop accountability systems to ensure that the right work is happening at your school.

**FYI** *The American Recovery and Reinvestment Act stimulus and Title I Professional Development funds can be used to support Network participation!*

### Who should attend?

*District teams should include:*

- Superintendent
- District office administrators
- Principals
- Teacher leaders
- Board members (no charge)

*Recommended team composition:*

- Up to 7 members representing *all* levels of the system.
- Small districts are encouraged to pool resources and register as a single joint team.

### Investment

*Fees have been reduced up to 50% from last year thanks to the generous support of the Stuart Foundation*

- |  |                 |
|--|-----------------|
| <input type="checkbox"/> Option One - \$2,100                                | \$ _____        |
| Team of 7, district provides own facilitator                                 |                 |
| <input type="checkbox"/> Option Two - \$4,100                                | \$ _____        |
| Team of 7, includes trained facilitator for Network and in-district meetings |                 |
| <input type="checkbox"/> Each additional team member - \$300                 | \$ _____        |
| Number ____ x \$300 = \$ _____   |                 |
| <b>Total amount due</b>  | <b>\$ _____</b> |

## Registration Form

### *Sonoma Leadership Network: Advanced Cohort, Year 5*

District/Organization \_\_\_\_\_

Contact Person \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

Number of team members \_\_\_\_\_ *Team member names will be requested at a later date*

### **When complete, submit your registration form to SCOE's Leadership Assistance Center**

- Via fax or email to Connie Anderson, (707) 578-0220 or canderson@scoe.org
- Via mail to Connie Anderson, SCOE, 5340 Skylane Boulevard, Santa Rosa, CA 95403

*For more information, contact Cindy Pilar, (707) 522-3069 or cpilar@scoe.org*