Thank you for attending today’s webinar. We will be starting soon. If you have any questions, please ask them in the chat room. All participants will be muted during this webinar.


WHAT WORKS IN LEADERSHIP
Common Elements in Transforming Learning toward Enhancing Personalization

AUGUST 5, 2020
12PM EST – 1PM EST
Forward from Valerie Truesdale, Ph.D.

Valerie Joined AASA early in 2019 as an assistant executive director responsible for guiding leadership development services and programs. With years of experience in the superintendency and roles in instructional technology, she knows that AASA’s Leadership Network can be a substantial resource for school leaders trying to keep pace with the rapidly changing delivery of K-12 education.
Dr. Gail Pletnick is an educator with over four decades of experience. She has served as a Superintendent, Assistant Superintendent, Director of School Accountability, Principal, and a teacher at the preschool through higher education levels. Dr. Pletnick is a Past President of AASA, the Superintendent Association, and retired from a public school superintendency. Dr. Pletnick is skilled in personalized and digital transformation, strategic planning, and educational reform. The Alliance for Excellent Education recognized Dr. Pletnick’s work to build a culture of transformation. Dr. Pletnick was accepted into the League of Innovative Schools and served as Chair of the EdLeader21 Advisory Committee. She was named as the 2016 Arizona Superintendent of the Year, as an Education Week’s 2014 Leader to Learn From and received the AASA Distinguished Service Award. Currently, she serves as a Lead Superintendent working to support various programs within the AASA Leadership Network.
Dr. Ken Wallace has been the Superintendent of Maine Township High School District 207 since 2009. District 207 has twice been named one of America’s most innovative districts during his tenure for its innovations in technology and adult learning, which includes annual personalized coaching plans for every teacher, and career advisement. Ken is President of https://ideaillinois.org/.

Dr. Wallace is the 2017 Illinois Association of Career and Technical Education Champion and the 2018 National Association of Career and Technical Education Champion for the District’s work to improve life outcomes for every student. Follow him @KenWallace207.
Dr. Rueda-Alvarez has been in the field of Education for over 30 years, 21 of those years she served as a high school counselor in district 207. In July of 2013 she became the Associate Principal for Family and Student Services at Maine West High School. Before becoming an associate principal and counselor, Dr. Rueda-Alvarez worked as an ESL/Bilingual teacher for 3 years. She has a Master’s degree in Counseling and a Doctor of Philosophy Degree in Educational Psychology. Besides her counseling work, Dr. Rueda-Alvarez has taught graduate level courses at DePaul, Loyola, and Northeastern Illinois universities. At Northeastern she served as an Associate Professor in The Counseling Department for two years. She is the co-founder and Chair of Latino Summit, a non-for-profit organization whose mission is to inspire Latino students to continue with their post-high school education by offering an event that brings together Latino College students and professionals to address the importance of education, and by providing scholarships to deserving seniors. She has also presented extensively on issues affecting the Latino Community at the State and National level in Professional Conferences, is a contributing author to professional books, and the recipient of several awards, most recent one the “Those Who Excel Award” granted by the Illinois State Board of Education. She is married with two children: Joshua and Alexandra. She loves to travel, dance, read and spend time with her family.
Panelist/Presenter:
Mr. Shawn Messmer, Assistant Superintendent for Curriculum & Innovation, Maine Township High School District 207

Shawn Messmer is the Assistant Superintendent for Curriculum & Innovation at Maine Township High School District 207 located in Park Ridge, Illinois. Shawn started his journey as an educator teaching social studies at the middle and high school levels in both public and private schools in Pennsylvania and Washington, D.C. He served as a high school Dean of Students and as an Assistant Principal at Souderton Area High School in Pennsylvania before becoming the Principal of Maine South High School in suburban Chicago.

Shawn earned his master’s degree and principal certification through Lehigh University and is currently working towards his doctoral degree at Concordia University of Chicago. He has presented locally and nationally on action research in education, integrated career services, and competency-based education. Shawn currently serves on the Advisory Board of the Midwest Principal’s Center and as a member of the Education Committee of Junior Achievement of Chicago.
Jill Geocaris is currently the Director of Adult Learning Coordinator at Maine Township High School District 207 in Park Ridge, IL. In that role she also serves as the Director of the Chicago Coaching Center. She was previously the Assistant Principal for Teaching and Learning at Maine South High School and a Social Studies Department Chair and Assessment Literacy trainer. She is also currently sits on the Board of Directors for the Illinois Council of Instructional Coaches. Ms. Geocaris is highly trained in instructional coaching practices from coaching experts such as Jim Knight, Diane Sweeney and Jane Kise. In her current role as the Adult Learning Coordinator at Maine Township High School District 207 in Park Ridge, IL she is responsible for leading the district’s “all in” coaching program and for supporting the professional growth of the district’s instructional coaches. Ms. Geocaris holds a BS in Social Studies Education, a Masters in Curriculum and Instruction and is currently pursuing an Ed.D in Educational Leadership.
Welcome to What Works:
Common Elements in Transforming Learning Toward Enhancing Personalization

Our team today:
Dr. Ken Wallace, Superintendent
Dr. Claudia Rueda-Alvarez, Associate Principal Student Services
Mr. Shawn Messmer, Assistant Superintendent Curriculum & Innovation
Ms. Jill Geocaris, Director of Adult Learning
Common Elements of Personalized Learning

Common Elements:

1. Adult Learning - Learning Protocols
2. Infrastructure
3. Student Agency
4. Assessment
“Our Mission is to Improve Learning”
Let’s Talk Agency and How Evolved Assessment Supports That

The Neuroscience of Learning & Assessment - Lowering the Cost of Being Wrong and Instead Using Failure to Allow the Brain to do What it Does Naturally: Solve Problems & Learn

What do you see?

M_in_T_wn_h_p H_gh S_h_o_l D_str_c_t 2_7

Maine Township High School District 207
DESIGN THINKING - Supporting Student Agency by Helping Each Student Find Their “WHY”
Student Agency - Why Before Where
Supporting Each Student’s Personal Journey
Our Career Journey - Research Question

Expansion of D207 Career Pathways Program
(as of 5-27-20)

- Number of Career Experiences GOAL
- Number of Career Experiences ACTUAL
- Number of Partners GOAL
- Number of Partners ACTUAL

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<td>GOAL</td>
<td>230</td>
<td>265</td>
<td>536</td>
<td>670</td>
<td>1004</td>
<td>1155</td>
<td>2500</td>
<td>3000</td>
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<tr>
<td>ACTUAL</td>
<td>230</td>
<td>354</td>
<td>495</td>
<td>639</td>
<td>1707</td>
<td>1999</td>
<td>3972</td>
<td>615</td>
<td>625</td>
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<tr>
<td>GOAL</td>
<td>74</td>
<td>100</td>
<td>268</td>
<td>355</td>
<td>402</td>
<td>462</td>
<td>600</td>
<td>615</td>
<td>625</td>
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<tr>
<td>ACTUAL</td>
<td>74</td>
<td>206</td>
<td>269</td>
<td>436</td>
<td>533</td>
<td>587</td>
<td>656</td>
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</table>
Effect Sizes on Dropout Rate (2015 Meta-Regression Analysis)

- Career Development/Job Training: 0.81
- Family Engagement**: 0.67
- Mentoring: 0.63
- Behavioral Intervention*: 0.46
- Literacy Development**: 0.42
- Work-Based Learning*: 0.26
- School/Classroom Environment**: 0.25
- Service-Learning**: 0.21
- Health and Wellness**: 0.18
- Academic Support**: 0.11

* p < 0.01; ** p < 0.005

Our Vision

Ensuring high levels of teacher leadership and student agency are the hallmarks of Maine 207’s efforts at transforming learning. G Suite for Education provides critical tools for the high levels of collaboration that are necessary between and among teachers and students while also providing students and teachers access to all of their information on any device at any time, which has allowed us to re-imagine time and the feedback loop to improve learning. We aspire to be to teaching and learning what teaching hospitals are to medicine.

“As Google’s first K-12 Partner we learned quickly that developing teacher efficacy is the real key to leveraging tools like G Suite to improve student learning, which is why developing teacher leaders and coaching everyone annually is crucial.”

Superintendent
Dr. Ken Wallace

GOALS & ACHIEVEMENTS

100% Students benefitting from authentic career experiences

100% Staff participate annually in meaningful instructional coaching plans, perhaps the only District in US doing so.
Our Aspiration:
Collective Teacher Efficacy

- Collective belief of staff in ability to serve students.

- When staff believes they can make a difference, they DO.

- Over 26 studies confirm strong positive correlation with student achievement.

- Levels of collective efficacy explain student achievement MORE THAN socioeconomic status does (Goddard, Hoy, & Hoy 2000).

Making Learning Visible to Adults:
Adult Learning

Adult Learning is at the foundation of student learning in our district. The Adult Learning program consists of five adult learning pathways that define the competencies that an educator must have to meet the academic and social emotional needs of our students. The Adult Learning experiences available for our staff are aligned to these pathways and exist in a variety of structures.

Making Instructional Routines Visible to Students:
Competency 1.1  Competency 1.2  Competency 1.3  Competency 1.4

I can use varied sources of information about learners and apply a range of strategies to unpack learning outcomes and inspire learners to seek increasingly challenging tasks.

SEE ALIGNMENTS BELOW ▼

ALIGNMENTS

Vision
Curious
Reflective
Nurturing
Resilient
Welcoming

Areas of Focus
Competency Based Education
High Impact Instruction
Equity
Integrated Career Services
Social Emotional Learning and Behavior

Framework for Professional Practice
1B
1C
1E
3B
3C
3D
3E
2A
2C
2D
4A
4C
4D
4E
About 75% of our Teachers have an individual, personalized plan - Others do Action Research, PLT Teams, Peer to Peer, Coaching Student Teachers & More

<table>
<thead>
<tr>
<th>National Board Certification Coaching Cohort</th>
<th>Student Services Extension Plan</th>
<th>Student Services Consultation Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who</td>
<td>Description</td>
<td>Description</td>
</tr>
<tr>
<td>All tenured and non-tenured staff</td>
<td>Participation in the National Board Certification process.</td>
<td>An extension of the monthly self-directed learning cohort. Participants meet with others from their own building. This plan functions as a peer to peer coaching group to reflect on their learning and implement ideas in their practice. Student services department coach will be available to you for individual support as needed.</td>
</tr>
<tr>
<td>Individual, CLEAR, PLT Plan, Coaching Pre-Service Teachers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Type</td>
<td>Individual Plan</td>
<td>Collaborative Plan</td>
</tr>
<tr>
<td>Personal Plan</td>
<td>- Tenured staff</td>
<td>- Non-tenured staff in year 2, 3 or 4 with AFT Plan approval</td>
</tr>
<tr>
<td>Collaborative Plan</td>
<td>PLT must receive approval from department chair to select this plan.</td>
<td>Tenured staff with approval from department chair.</td>
</tr>
<tr>
<td>Peer-to-Peer Coaching Plan</td>
<td>Personal Plan</td>
<td>Collaborative Plan</td>
</tr>
<tr>
<td>Coaching Pre-Service Teachers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Description</td>
<td></td>
<td></td>
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<tr>
<td>Minimum Requirement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minimum of 2 full periods - which could look like: classroom visit, meeting to discuss ideas or plan OR 3 meetings surrounding planning or instructional strategies</td>
<td></td>
<td>Minimum of 6 meetings</td>
</tr>
<tr>
<td>Minimum of 6 meetings focused on each partner. - An Instructional Coach will attend at least 1 of the coaching meetings for each teacher. - Must plan to attend or have previously attended Instructional Coaching training.</td>
<td><strong>Attend 3 full day “Modeling a Novice Teacher” workshops in fall, winter, spring.</strong></td>
<td><strong>Must also be participating in the self-directed, non-tenured, outside PD, or book/podcast study on the same topic.</strong></td>
</tr>
<tr>
<td>Minimum of 4 meetings in addition to the monthly self-directed learning meetings.</td>
<td><strong>Attend the National Board Cohort meetings during self-directed learning time each month. Optional, but highly recommended.</strong></td>
<td><strong>Minimum of 6 meetings</strong></td>
</tr>
</tbody>
</table>

NIEA}

AASA LEADERSHIP NETWORK

**Maine Township Coaching Plans 2020-2021**

**Individual Plan**

- All tenured and non-tenured staff
- Tenured staff
- Non-tenured staff in year 2, 3 or 4 with AFT plan approval

**Collaborative Plan**

- PLT must receive approval from department chair to select this plan.
- Tenured staff with approval from department chair.
- Tenured teachers

**Description**

Participate in the National Board Certification process.

An extension of the monthly self-directed learning cohorts. Participants meet with others from their own building. This plan functions as a peer to peer coaching group to reflect on their learning and implement ideas in their practice. Student services department coach will be available to you for individual support as needed.

**Minimum Requirement**

- Meet a minimum of 3 times with your Instructional Coach.
- Meet with the National Board Certified coach as needed.
- Attend the National Board Cohort meetings during self-directed learning time each month. Optional, but highly recommended.

**Minimum of 6 meetings**

- Must also be participating in the self-directed, non-tenured, outside PD, or book/podcast study on the same topic.

- Minimum of 4 meetings in addition to the monthly self-directed learning meetings.
Teacher Visible Learning
Blended Learning Cohort
Success By Design Not Chance - **PEOPLE** are the MOST IMPORTANT **Infrastructure**

Adult Learning: All new teachers join a four Year Cohort trained and coached in high impact strategies.

Ongoing Adult Learning Cohorts supported by annual individual coaching plans for every teacher. Just completing year 6.

**EQUITY**
Student Visible Learning
District 207 Equity Statement

We recognize, embrace, and defend the identities, abilities, and voices of our diverse community.

We value these multiple and unique identities, abilities, and voices as assets.

We commit to an equitable and inclusive learning environment.
MTSS - Our Central Nervous System: Early Warning System Supports Responsive Interventions - MTSS is CRUCIAL for Successful Personalized Learning Systems

Click on a student to display data to the right or log an intervention.
Supporting Student Agency by Helping Each Student Find Their “WHY”

Our Aspiration is to Get It “Right” for Every Student

WHAT YOU LOVE DOING

WHAT YOU ARE GOOD AT

WHAT YOU CAN BE PAID FOR

WHAT THE WORLD NEEDS

PURPOSE

PASSION

MISSION

PROFESSION

VOCATION

What it looks like to get it RIGHT:
What Getting it Right Looks Like
Game plan: Individual Career Plan Each Student: Grades 8-12

Grade: 9

Four Year Plan Reflection

4 year plan - I learned about the specific classes have to take such as U.S. history and government. One short term goal is to find a class that I really enjoyed and

Pathway: Exploratory Studies

Exploratory Studies - October 29, 2018

Career: Treasurers and Controllers

1. Treasurers and Controllers --- Computer and Information Systems Managers -

Courses Taken

ALGEBRA 2 FRESHMAN (FELDON)
AP HUMAN GEOGRAPHY (Murray)
BIOLOGY ACC (VAUGHN)

Grade: 10

D207 Sophomore Values Reflection Reflection

Values - Jonathan Camarillo -

Pending Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19
Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19 - Reflection: Not yet submitted.

Courses Pursuing

AP EUROPEAN HISTORY (BARNES)
AP EUROPEAN HISTORY (BARNES)
CHEMISTRY ACC (FELDON)
CHEMISTRY ACC (FELDON)
DIGITAL MARKETING (BANDZUG)

English 2 ACC (GRAVY)
ENGLISH 2 ACC (GRAVY)
FINANCE AND INVESTING (GRAVY)
GEOMETRY & TRIG ACC (DE MARISH)
GEOMETRY & TRIG ACC (DE MARISH)

What is an Apprenticeship? Workshop

What is an Apprenticeship? Workshop - Reflection: Not yet submitted.

Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19
Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19 - Reflection: Not yet submitted.

D207 Senior ROI Reflection Reflection

ROI - It narrows down the colleges I am looking at, ensuring that I am looking at more affordable schools.
## Getting to R.O.I:

### WHY?

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<td>Computer and Information Systems Managers</td>
<td>Bachelor’s Degree</td>
<td>Hourly: $70,07</td>
<td>96,800</td>
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<td>15.40%</td>
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<td></td>
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<td>Yearly: $145,740.00</td>
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<td>Treasurers and Controllers</td>
<td>M.S., M.A., Ph.D., M.D., or J.D.</td>
<td>Hourly: $67.17</td>
<td>169,300</td>
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<td>6.80%</td>
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<td>Yearly: $139,720.00</td>
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<td>Financial Managers, Branch or Department</td>
<td>Bachelor’s Degree</td>
<td>Hourly: $67.17</td>
<td>169,300</td>
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<td>6.80%</td>
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<tr>
<td></td>
<td></td>
<td>Yearly: $139,720.00</td>
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** Projected job openings represent openings due to growth and replacement.

*** Projected growth represents the estimated change in total employment over the projections period (2012-2022).

### WHERE?

#### COLLEGE

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<tr>
<th>College</th>
<th>Address</th>
<th>SAT Composite 25th percentile</th>
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Source: US Department of Education.
The Building Blocks of CBE

- Flexible Time, Space, and Structure
- Instructional Shifts
- Relationships and Positive Youth Development
- Mindsets and Change Management
Significant Pivot - Competency-based Integrated Math
FUTURE FOCUS: Kickstart Apprenticeship Program
Algebra II & Manufacturing & Machining to Improve Learning and Advance Career
Advisement - NIMS Certification (National Institute for Metalworking Skills)
Further Resources

https://edtechdigest.wordpress.com/2017/09/12/committed-to-doing-right-for-students/

https://maine207.org/e-learning-teacher-resources/
https://www.schoolnews.com/2017/09/05/coach-teacher-without-bank/
http://www.centerdigitaled.com/k-12/one-school-districts-innovative-program-to-train-teachers-to-train-each-other.html

A piece on Instructional Coaching within D207: https://vimeo.com/273626237

Regular Grading and Assessment Page: https://maine207.org/grading-and-assessment/

Career Advisement May-June 2020

Career Advisement Goes virtual (IASB May-June 2020)


https://edtechdigest.wordpress.com/2017/09/12/committed-to-doing-right-for-students/
http://publications.catstonepress.com/i/871634-fall-2017

D 207 E-Learning Resources for Teachers:
https://maine207.org/e-learning-teacher-resources/

ACTE Journal Article: https://drive.google.com/file/d/1e1GE2NWsUOHLB2JTeE-MxHFvZdFaq9yV/view?usp=sharing
https://www.escottengland.com/episode-067/
Questions or Comments?

Dr. Ken Wallace, Superintendent, Maine Township High School District 207
Dr. Claudia Rueda-Alvarez, Associate Principal for Family and Student Services, Maine Township High School District 207
Mr. Shawn Messmer, Assistant Superintendent for Curriculum & Innovation, Maine Township High School District 207
Ms. Jill Geocaris, Director of Adult Learning, Maine Township High School District 207
THANK YOU FOR ATTENDING TODAY’S WEBINAR!

WE URGE YOU TO CONNECT WITH ONE ANOTHER VIA LINKEDIN, TWITTER, EMAIL, PHONE~ INVESTING IN RELATIONSHIPS PAYS HUGE DIVIDEND