

Logic Model: Teacher Leadership Summit

Collaborating from the Inside Out- Anais Campa

Problem Statement: *We (Teachers) desire growth and leadership but are reluctant to take action due to fear of failure, change and judgement, causing us to become fixed in our professional growth as peer collaborators within our schools and leaders outside our “bubbles.”*

Goal:

- To own our professional growth mindset and individual stories while being honest and vulnerable in our learning community to provide each other authentic professional learning experiences.
- Shift our thinking from being performance based to one of risk-taking in order to authentically be models of a growth mindset.
- Re-frame our school culture from being one of experts to one of being researchers.

Rationale:

To further build on Milagro’s culture of scholarliness, we need to develop teacher leadership through collaborative learning and continuous improvement with all stakeholders.

<u>Inputs:</u>	<u>Activities:</u>	<u>Outputs:</u>	<u>Outcomes:</u>
<p>Milagro teachers</p> <p>Students</p> <p>Administrators- (Sascha and Martha)</p> <p>Families</p> <p>PUC network-(Nick Orlando)</p> <p>Shared reading/videos (The teaching channel)</p>	<p>Group Meeting</p> <p>Survey teachers</p> <p>Research-create plan to propose to administration</p> <p>Open Invitation to participate in the process</p> <p>Practice observations (calibrate) with videos and humans</p> <p>Continuous Reflection and Debrief</p>	<p>1 month:</p> <p>The design Survey</p> <p>Synthesis of data</p> <p>Define roles of teacher leaders and administrators</p> <p>Establish an Inquiry group</p> <p>3 month:</p> <p>Draft of observation norms</p> <p>Revision of norms and protocols</p> <p>6 month:</p> <p>Co created purpose, norms, and protocol.</p>	<p>Short Term: 1 year</p> <p>Develop trust between teachers</p> <p>Co-Creation of structure, framework and protocols of peer-to-peer observations, inquiry</p> <p>Define roles and a written mission</p> <p>Medium Term: 2 years</p> <p>Building our teacher portfolios</p> <p>Shared ownership of peer learning</p> <p>Long Term: Beyond 2 years</p> <p>Documentation of our story: A living written document that outlines our activities, goals, norms, expectations, and drafts of our process</p>

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Critical Friend
Resources-Holli

Present to the whole staff

Share our model with another staff
school

Student Impact: (If..., then...)

If teacher's open their practice to their community then teachers will be more vulnerable and authentic models of growth mindset.

If teachers are authentic models of a growth mindset then students will take ownership of their inquiries and collaboration.

If teachers open their practice then students will become metacognitive and analytical thinkers .

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