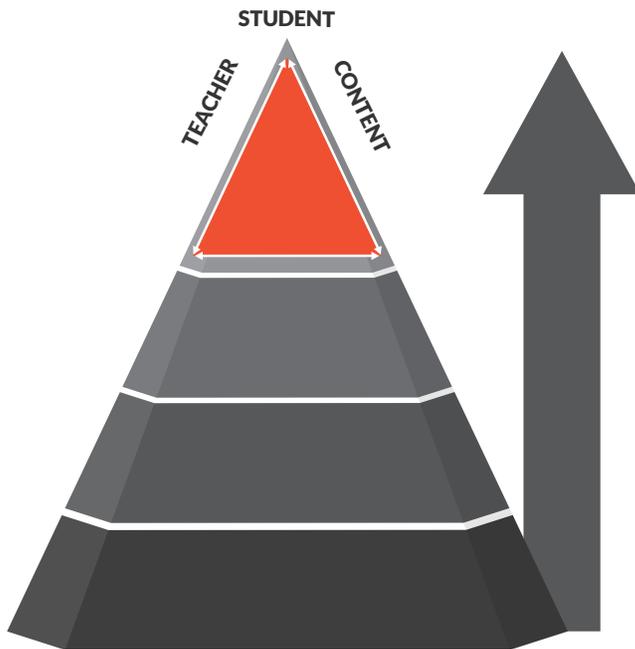




APPROACH

Over the course of two phases of work, the Bank Street Education Center partnered with CMSD to co-create and facilitate a professional learning curriculum for principal supervisors and their coaches, including school learning walks and workshops using coaching, standards-aligned tools, protocols, and reflection conversations to increase their facility in leading improvement efforts on Common Core instructional shifts at the school level.



Source: Adapted from Forman, Stosich, & Bocala, 2017

District Challenge

How can the Cleveland Metropolitan School District (CMSD) deepen the expertise of its principal supervisors and instructional coaches to support school leaders in spreading Common Core-aligned practices across classrooms?

Current Project Reach

38,725 students in the district
18 principal supervisors
2 district leaders



Our Partnership With Cleveland Metropolitan School District

DESIGN

Strategic Planning

Partnered with CMSD to co-create and facilitate:

- A professional learning curriculum to meet the needs of principal supervisors and coaches in four areas (learning walks, coaching, content, and learning organization).
- Two “Principals Institutes” to promote coherence across the district’s school leaders on the Common Core and Student Achievement Partners’ Instructional Practice Guides (IPGs), as well as strong professional learning planning.

Introduced a theory of school change focused on internal coherence, leadership, and teacher teaming to impact the instructional core across classrooms.

Professional Learning

The professional learning curriculum for principal supervisors and coaches included:

- Learning walks and classroom visits to provide them with opportunities to practice low-inference note-taking and using evidence to defend their judgments and to establish a baseline for existing instructional practice.
- Helping them build a common vision of what strong classrooms look like aligned to the Common Core standards, including exploring the related instructional shifts and teacher and student work.
- Building their knowledge of the foundations of coaching through a touchstone text (*The Art of Coaching: Effective Strategies for School Transformation* by Elena Aguilar) that supports principal supervisors in coaching strategies to move principals’ practice.
- Using tools such as the IPGs for English Language Arts and Math in different grade strands, which provided examples of what implementing the Common Core looks like in daily planning and practice.
- Bridge to practice work that allowed them the opportunity to try out their new learning and share it with others, including incorporating their learning into their current system for tracking and documentation.

IMPACT

Principal supervisors and coaches:

- Built a clear and common vision to guide an instructional improvement strategy, anchored in what high-quality curriculum and instruction looks like aligned to the Common Core standards.
- Enhanced their ability to use evidence while examining instruction through the lens of the Common Core standards.
- Sharpened their language and lens around strong student and teacher work.

RESULTS

By the end of the professional learning series and institutes, all of the principal supervisors and coaches reported gains in their knowledge of the framework of the instructional core and academic task, the Common Core shifts, and their ability to facilitate evidence-based conversations around instructional practice and student work; a majority of the district’s principals and assistant principals were exposed to standards-aligned professional learning strategies and supports.



“I feel more empowered to use the language around the Common Core and believe I can support principals more effectively.”

“In terms of facilitation, I am better equipped in providing principals with a lens to engage teachers in a conversation about instruction.”

“[Most valuable learnings were] the learning engagements around the instructional core.”

“These sessions are making our team much more instructionally focused.”