



Wells Fargo 2018-19 *Fostering Teacher Leadership* Final Report



In school year 2018-19 through the Consortium of Florida Education Foundations (CFEF), Wells Fargo supported three Florida local education foundations (LEFs) in providing a platform for teachers to learn together, positively influence colleagues and have a voice in their school districts and larger communities. These projects were:

- ***Productive Teacher Roundtables (Broward Education Foundation)***
This was a series of teacher conversations focused on the impact teacher leaders have in collaborating and fostering growth and improving their own teaching practices. Primary topics focused on teacher leaders and their peers engaging in the use of Instructional Practice Guide, mentoring as a support mechanism for change, Professional Learning Communities as a means of planning and time management, lesson planning and lesson study and collaborating with district personnel.
- ***Mathematics Teacher Leader Institute (Pinellas Education Foundation)***
This project offered professional learning to math teachers on leadership, facilitation, mentoring and focused strategic planning for improved student learning outcomes. Participating teachers were expected to adapt and utilize new strategies based on individual school needs. This project also gave Milken Educator Lukas Hefty the opportunity to share with colleagues his passion and leadership skills in increasing teacher and administrator effectiveness with students.
- ***COLLABORATES! Leading and Learning Together (FUTURES Foundation for Volusia County Schools)***
This project included a book study, use of collaborative inquiry model to implement new learning and monitoring progress and impact. Participating teachers became Professional Learning Leaders, sharing their learning with other teachers through a variety of formats, including PLC teams and school-based professional learning.



Value to Teachers

Overwhelmingly, teachers participating in these projects found great value in their experience:

Productive Teacher Roundtables (Broward):

- 100% of teachers gave a rating of 5/5 on their level of satisfaction with the program
- "One of the best realistic training this year."
- "Thank you for giving us the time to reflect and improve as teachers."

Mathematics Teacher Leader Institute (Pinellas):

- 92% of teachers would participate in Math Teacher Leaders Institute again
- Program outcomes (increased retention rates of highly effective teachers; math learning gains for lowest quartile; school-wide learning outcomes on state math assessments) will be determined in June, after release of FSA results. Measures of Academic Progress (MAP), an assessment which predicts proficiency on FSA, predicts a significant increase (3-5%) for elementary mathematics.
- "I feel like I've done a complete 180 this year. I have spent more time on students struggling to make sense of math and not teaching the trick or song that will help them remember. All of my students have

an avenue to find the answer, instead of expecting them to all use the same method or strategy. A big aha was also the importance of number sense and the role High Yield Math Routines play in the classroom. My students are doing mental math so naturally, it's amazing."

- https://www.youtube.com/watch?v=UeG_kSqtOWA&feature=youtu.be

COLLABORATES! Leading and Learning Together (Volusia):

- Based on informal conversations and feedback from surveys, the project was successful in: influencing Volusia's culture of collaborative learning and leading others in this practice; focusing on how students learn and identify instructional practices that meet these needs; reflecting on practice and evaluating impact; and our knowledge level of Danielson's Framework for Teaching, Florida State Standards and John Hattie's work regarding the most powerful influences on learning and achievement.
- *"Changed how I view and operate as a teacher leader."*
- *"Effective collaborative learning between teachers has a positive impact on learning."*
- *"We can achieve more when we work together to solve academic and behavior issues."*
- *"Collaboration is key to success!"*

Ongoing Impact

All three projects will continue in the district beyond this year's grant:



Productive Teacher Roundtables expects to see continuation of support and collaboration between teachers and district personnel through various Teacher Professional Learning and Growth Department initiatives and collaboration between Highly Effective VAM teachers paired with lower performing teachers to discuss targeted strategies and practices to elevate their professional development and performance at their schools.

The current cohort of the **Mathematics Teacher Leader Institute** will continue into Year 2 with increased focus on school-based support. A new cohort will begin the Year 1 process. We hope

to expand the project to 80% of elementary schools in the district within four years.

COLLABORATES! Leading and Learning Together participants have outlined next steps in their own learning, and many want to dive deeper into the work. They will continue to be facilitators for professional learning events and in Professional Learning Communities (PLCs). Many of the participants want to continue learning with each other next year—including visiting each other's classroom and collaborating on new learning around Hattie's influences. The Volusia County Schools' Teacher Leader Professional Learning Advisory Committee will be reviewing a proposed plan for a Teacher Leader Academy. The goal of this academy is to create personalized learning pathways for teacher leadership roles using micro-credentials. Micro-credentials are competency based and allow teachers to explore areas of interest. The committee will provide feedback for the proposal and help to implement the new plan when finalized.

