

District Leadership Systems Team Meeting Notes

September 19, 2023

SEE Core Paradigms	Paradigm of Leadership		Paradigm of Potential		Paradigm of Change		Paradigm of Motivation		Paradigm of Education	
	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS
	Leadership is for the few.	Everyone can be a leader.	A few people are gifted.	Everyone has genius.	To improve schools the system needs to change first.	Change starts with me.	Direct and control student learning.	Empower students to lead their own learning.	Educators focus solely on academic achievement.	Educators and families partner to develop the whole person.

Agenda & Notes

[LINK to MEETING RECORDING](#)

Members Present: Hailey Martinez, April Drake, Ariel Fromherz, Jessica Peterson, McLain Schaefer, Ryan Ghery, Tim Condron, Jordan Rahar, Kyla Baker, Sarah Hardy, Rachel McCoy, Mike Shaffer, John Hedges, LIsa Gadomski, Erica Weaver, Jen Taylor, Jess, Nicole Logan, Elizabeth Ramsey, Jeana Craft, Noah Noble, Elizabeth Allen, Megan, Courtney Kimbro, Liz Schumacher

End in Mind:

- Collaborate with district leaders on the **Leadership Systems Team** to guide consistent work in buildings.
- Inform district priorities based on progress and challenges in buildings.
- Maintain focus on the wildlly important.
- Monitor and discuss district leadership data.

Leadership

Start with Adults Learning & Modeling

- Principal & Coordinator Development
- New & Ongoing Staff Learning
- Family & Community Partnerships

Teach Students to Lead

- Direct Lessons
- Integrated Approaches
- Service Learning

Highly effective students and adults who are leaders in their school and community.

1. Introductions

- [Roster for 2023-2024](#)

2. What do we do?

- Purpose of District Level Systems Teams - process
 - Look for patterns, asking questions, high trust environment
- Purpose of Leadership System Teams - content
 - Looking at symptoms to see if teams are working
- Explanation of 4DX - method
 - District, schools, classroom, student

3. What are we working toward?

- a. Explanation of Leadership System Goals for 23-24 SY
- b. District Leadership WIG
- c. Building Leadership Scoreboards
 - i. [LIFT](#)

LIFT Leadership WIG 2023/24

LIFT will go from 76 to 80 on the MRA in Family Engagement by May 24'

Leaded Measure	1. Monthly, one-way communication to families that provides open communication about important information and upcoming events, ways parents can assist their students learning at home, and positive updates and information. 2. Monthly (4th week of each month), students communicate with parents and one other trusted adult to help them make decisions on upcoming decisions as a partner in their education.
Scoreboard LEAD	1. Monthly newsletter requires information listed above from each facilitator 2. Students will track emails sent and CC their facilitator to their emails. Emails will include a survey for parents on every 4th week to measure family engagement
Scoreboard LAG	Monthly survey sent from student to guardians & one trusted adult.

ii. MHS

Culture and Leadership Systems Goal: Mattoon High School will go from a 66 in Supportive Student Environment to 76 by May on the MRA		
Lead Measure	Monitoring Process Lead	Monitoring Process Lag
1. Students and staff will complete 1 act of kindness a day	Weekly reflection	MRA score
2. Every student will be featured on the hallway screens at least once.	Digital media pathway in the chrome depot will monitor	MRA score

- 1. 366 students featured during Homecoming Week → over 1/3 of the student body!

iii. MMS

MMS Leadership WIG: From 71 to 80 in Family Engagement by Spring 24 MRA.

Lead Measure	Progress Monitoring	Lag Measure
Teams will share a weekly calendar with families via Schoology.	Weekly checks in Schoology. Teams have a progressive slide deck shared in the team's folder.	MRA
Teams will share a family newsletter with families quarterly via Schoology.	Quarterly checks in Schoology.	MRA

iv. WES

Leadership Systems Goal

WES will increase the percentage of favorable responses on the MRA assessment in the areas of Personal and Interpersonal Effectiveness from 76.5% (Satisfactory, Spring 2023) to 85% favorable responses (Effective) on our spring (2024) benchmark assessment.

(Notes: Focus on our perspectives, what we believe we achieve)

Lead measures: Intense school wide focus on the two habits, Seek First to Understand, and Thinking Win-Win supported by weekly direct lessons and habit boosters.

Lag measures: Weekly survey measuring the application of our habits. Also, will use MRA [Scoreboard 1](#), [Scoreboard 2](#), [WIGs Survey](#)

4. RES

Leadership Systems

RES will increase
Interpersonal
Effectiveness from 74%
to 80% by May 2024.

a.

Leadership Systems

- Survey -
November and
February.
- PLC check-ins
monthly.

5. [Franklin
Scoreboard](#)

6. What data will we review?

- a. Discuss Process for Building-Level Data Review
 - i. 5 Lab
- b. Discuss [Data for Monthly Review](#)

7. How can I contribute?

- a. Value of your Role

8. How will we best work together?

- a. Establish Norms

9. **What resources are available to us?**

- [Template](#) for Student-Led IEP Meetings
- [Menu of Actions](#) to Support the Development of ProSocial Behaviors and Positive Well-Being
- [MRA Data](#)
- [See-Do-Get](#)
- [See-Do-Get Coaching Form](#)
- [Behaviors of Trust](#)
- [7 Habits - Highly Effective Paradigms, Principles, & Practices](#)
- [Leader in Me Framework](#)
- Lighthouse Rubrics.
 - i. [PK-8](#)
 - ii. [High School](#)
- [4 Shifts Protocol](#)
- [School Leaders Indicators](#) - Guidance for Leadership Behaviors
- [Expectations for Initiative Implementation](#) Narrative
- Expectations for Initiative Implementation [Slides](#)
- Scoreboard/[4DX Template](#) and [Sample w Data](#)

2. **Previous Meetings:** [October 27, 2021](#), [December 1, 2021](#), [January 26, 2022](#), [February 23, 2022](#), [March 23, 2022](#), [April 27, 2022](#), [September 7, 2022](#), [October 26, 2022](#), [November 30, 2022](#), [February 21, 2023](#), [March 29, 2023](#), [April 26, 2023](#)

3. **Next Meeting:** October 17, 2023

- [2023-2024 Meeting Dates](#)