

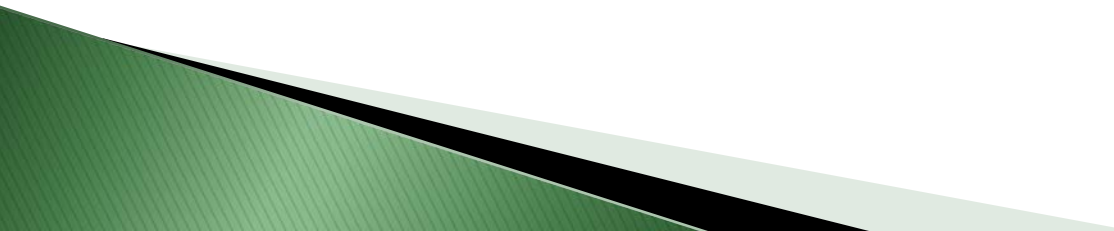
Flanagan High School



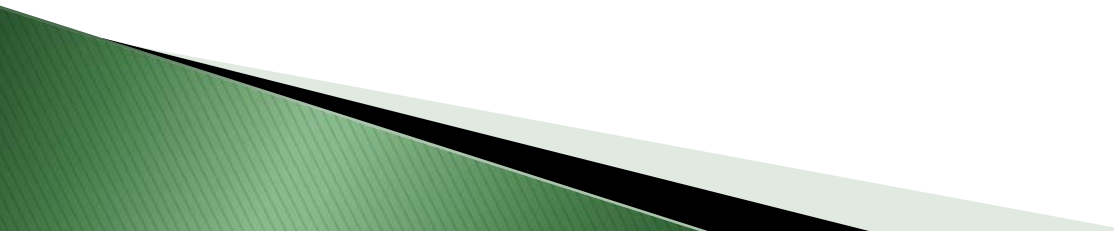
Inspiring Teacher Leadership through
Intentional Communication

By Brad Fatout

Overarching Ideas

- ▶ Learning happens best when we have positive relationships among students and adults.
 - ▶ The NCSU project provided me with a road map to build teacher leadership through intentional communication.
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Overarching Idea

- ▶ The focus of my leadership has been on cultivating relationships with teachers so that they can cultivate relationships with their students.
 - ▶ Teachers learned that they were the architects, agents, and leaders of innovation
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PASL

Personalization for Academic and Social Emotional Learning

“PASL to the Tassel”

Overview of PASL:

- 1) To get to know and form caring relationships with students and
- 2) To help students know what to expect and set high expectations for themselves in their goals. The overall AIM of PASL is that students achieve academically and are prepared for college and career.

Mission:

To personalize the learning experience for every student in order to meet their individual needs, not only to put a diploma in their hands, but to ensure they are college and career ready.

Fatout's Mission

“Promote integrity, dignity, and respect by creating a safe and rewarding environment.”

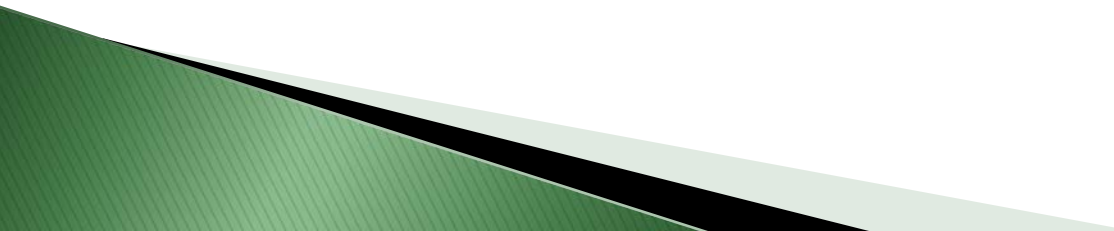


Processes in Place

- ❖ Develop a Core Team & Educator Team (Period 2)
- ❖ Communicate Mission and Beliefs (PASL Pals)
- ❖ Conduct Discipline / Motivation Assembly
- ❖ Goal Setting Lessons & Communication of Goal Statements
- ❖ Review of Student Data, D/ F Reports
- ❖ Mentor Groups Created:
 - (Kefford's Kids, Guidance Mentors)
- ❖ PASL PLC: Provide opportunities for teachers to share best practices

“Plan”

“Teachers write the plan (P) where they outline the strategy they want to implement and the data they will use to determine its effectiveness”.

- ▶ **Establish a structured process to look at student data trends**
 - ▶ **Measure the effectiveness of PASL practices**
 - ▶ **PASL PLC helped to guide the planning and implementation process**
 - ▶ **Meet quarterly with District Cadre Directors and school network**
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“Do”

“The teachers then do (D) or implement the strategy over a 6 to 8 weeks period”.

- ❖ **Develop a Core Team & Educator Team (Period 2)**
- ❖ **Provide extensive Professional Development to the Educator Team regarding what PASL looks like at Flanagan**
- ❖ **Communicate Mission and Beliefs (PASL Pals)**
- ❖ **Conduct Discipline / Motivation Assembly**
- ❖ **Goal Setting Lessons & Communication of Goal Statements**
- ❖ **Review of Student Data, D/ F Reports**
- ❖ **Provide opportunities for teachers to share best practices through PASL PLC.**

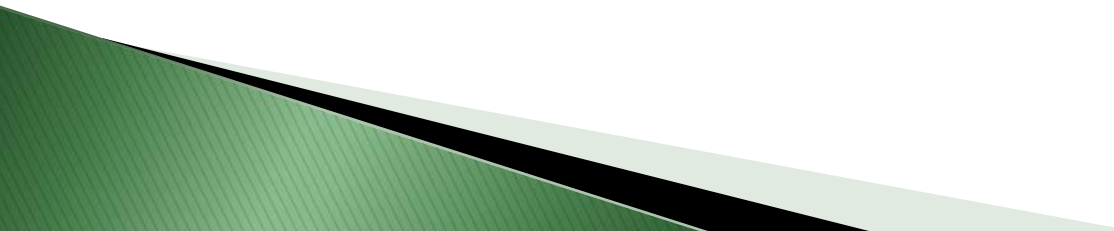
“Study”

“Teachers study (S) the results of the data, and this analysis informs the actions”.

- ▶ **Analyze trend data over 3 year period**
- ▶ **20% have PERFECT ATTENDANCE**
- ▶ **87% are on par to receive a 2.0 or higher.**
- ▶ **63% currently hold a 3.0 or higher.**
- ▶ **Over 60% have reported that they participated in an extra-curricular activities.**
- ▶ **85% have not received disciplinary referrals.**

“Act”

“Analyze data and create next steps”.

- ▶ Utilize data to articulate PASL initiatives to staff, parents, and local community.
 - ▶ Establish PASL pals to build teacher capacity in PASL and communicate mission/vision
 - ▶ Improved the quality and depth of PASL practices
 - ▶ Meet with feeder Middle Schools to introduce PASL initiatives for continued success.
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Facing the Giants “Death Crawl”

- ▶ <http://www.schooltube.com/video/6e5a7e787fda9c945efb/Facing-the-Giants-Death-Crawl>

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