



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: January 18, 2017

Purpose:  Report Only  Recognition  Discussion/ Possible Action

Presenter(s): Delinda Castro, Chief Academic Officer & Amy Shields, Director of Teaching & Learning

Item Title:

Report on the implementation of the SSAISD Learning Framework and Bright Spots Coaching Model to enhance instruction for improved learner outcomes.

Description:

Bright Spots Coaching Model is a cohort of teachers that receive in-depth training to solidify understandings of design and facilitation of the learning framework to ensure an impact on student learning. The diffusion of the learning framework throughout South San Antonio ISD allows for the implementation of high yield strategies across the district with fidelity and uniformity.

District Goal:

Goal 2 We will develop a strong support system offering opportunities across the curriculum to create an innovative school experience, teaching students to value their education and motivate them to achieve excellence.

Funding Budget Code and Amount:

CFO Approval

N/A

APPROVAL ROUTE

SIGNATURE

DATE

Principal/Director:

Executive Director:

Chief Administrator:

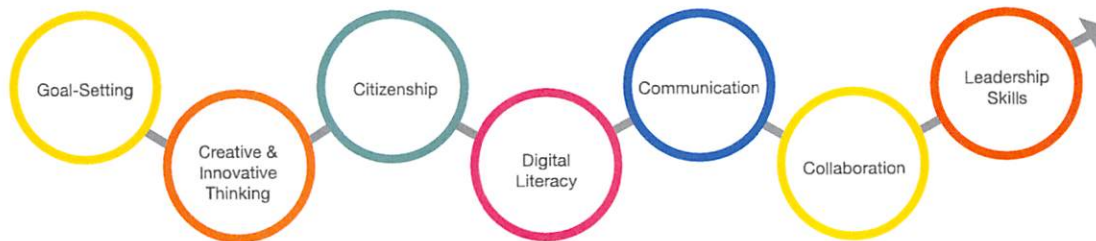
Superintendent:

*[Handwritten signatures]*

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*1-6-17*



# SOUTH SAN ANTONIO ISD Bright Spots



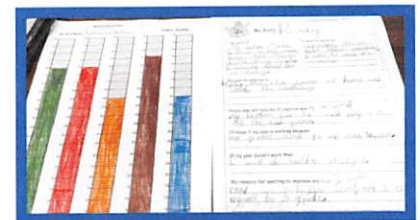
## Notes from the e2L Coach

### BEST PRACTICE Goal-Setting/Autonomy/ Entrepreneurship

Elizabeth Mejia  
*Athens Elementary*

Elizabeth committed to finding time to set goals with students and teach them how to track their progress. Students were able to find their strengths and weaknesses in reading by analyzing their data.

## From the Classroom



Tracking Progress Towards Goal

### BEST PRACTICE Goal-Setting/Autonomy/ Entrepreneurship

Melissa Soto  
*Price Elementary*

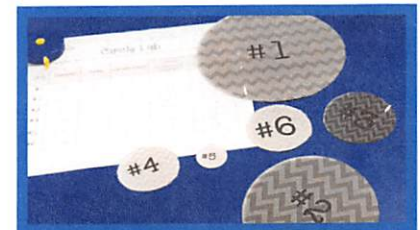
Melissa committed to model goal-setting for her students. When they split into the daily 5's, she had the students set a goal and facilitated conversations to help guide them through goal-setting process.

"I have been modeling goal setting and was glad to see how excited the kids were when they said they reached their goal. I started writing the goals on the board and as the students completed one they got to write their names beside it. You should have seen how happy that made them."  
– Melissa

### BEST PRACTICE Collaboration & Reflection/ Growth Mindset

Vanessa Singh  
*Shepard Middle*

Vanessa is making growth in designing and facilitating collaborative DIYs for her learners. In addition, she is adding reflection pieces for them on how they are progressing towards mastery of the standards.



Designing Collaborative DIYs



# SOUTH SAN ANTONIO 2016 MILESTONES

# Success Criteria

## *the effort*



**54** trained in Learning Framework

**30** teachers trained

**9** Instructional Specialist trained

**15** Principals trained

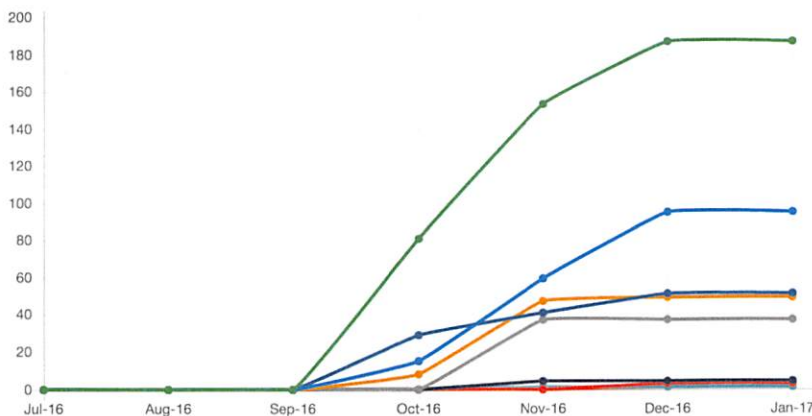
**74** coaching touches since July 2016

**30** Teachers coached

**9** Instructional Coaches coached

## *the impact*

### CUMULATIVE GROWTH BY BEST PRACTICES



- Goal-Setting/Autonomy/Entrepreneurship
- Formative Feedback
- Standards Alignment
- Collaboration
- Differentiation/Scaffolding
- Communication
- Monitoring/Adjusting Instruction
- Reflection/Growth Mindset
- Critical Analysis

### CUMULATIVE GROWTH BY COACH STANDARDS



- C.1 Call to Action
- C.2 Best Practices
- C.4 Resources
- C.5 Systems
- C.6 Relationships
- C.7 Culture

## LEARNER OUTCOMES

All learners will develop learning goals, track their progress, and adjust based on feedback and reflection.

All learners will be able to demonstrate creative and innovative thinking in a productive manner.

All learners will demonstrate integrity and honorable citizenship.

All learners will develop reading, writing, thinking, and speaking skills that will allow them

to communicate and collaborate effectively in academic and non-academic environments.

All learners will employ digital skills to demonstrate literacy and comprehension of multiple forms of technology.

All learners will develop leadership skills that enable them to act independently when necessary and give them the confidence to take appropriate risks.



## e2L 16 BEST PRACTICES

Assessment	Formative Feedback
Collaboration	Goal-Setting/Autonomy/ Entrepreneurship
Communication	Monitoring/Adjusting Instruction
Critical Analysis	Problem-Solving/ Creativity/Innovation
Culture/Environment/ Professional Ethics	Reflection/Growth Mindset
Curiosity/Inquiry/ Research	Relevance/Authenticity
Digital Learning	Small Group Instruction
Differentiation/ Scaffolding	

## 5 WAYS LEADERS CREATE CULTURE

Beliefs/Vision	Strategies
Behaviors	Systems
Measurables	

## DISTRICT GOALS

We believe in engagement of the school community for the success of our district.

We believe in a strong support system for the school community to achieve excellence.

We believe that innovative and challenging experiences produce successful learners.

We believe that trusting relationships among the school community are essential to student success.

We believe that an inclusive school culture promotes positive student development.

We believe strong and effective leadership is essential to build a culture of high expectations.

# South San Antonio ISD

All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.



# COACHING GROWS

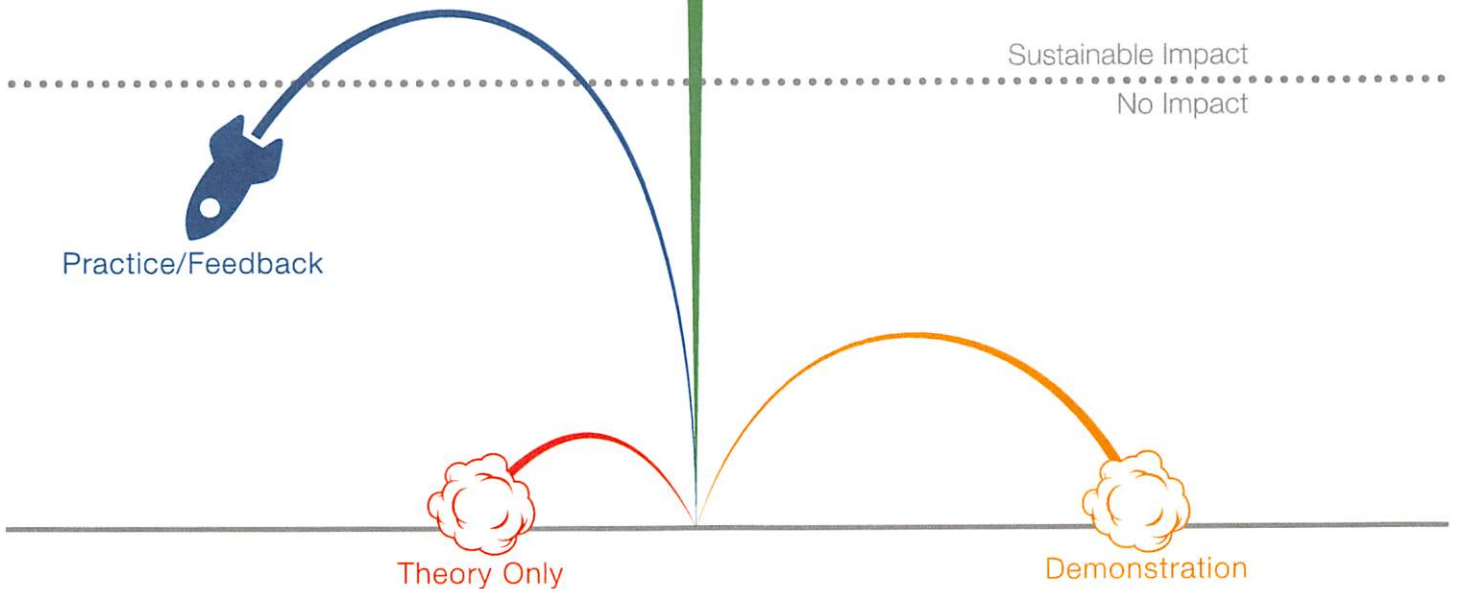
How **engage2learn** can help you create a culture of growth, impact your learner experience, and show a return on your investment.

Coaching leads to a  
**LASTING IMPACT**



**95%** of those coached transfer knowledge/skill to the classroom.

Research shows there is 0% transfer into daily practice without follow-up coaching support. This is the key to making a lasting impact in the classroom, on campus, and across a district.



Bruce Joyce and Beverly Showers. Student Achievement through Staff Development (3rd ed: 2002.)

## e2L'S IMPACT THROUGH COACHING

"e2L coaching on literacy has made 180% difference on my campus. The teachers are focused on their goals for Best Practices set through the e2L coaching process." – *Principal, Mesquite ISD*

"... it was apparent the Engage model is designed to grow teachers to this high level of [distinguished] performance." – *Principal, Arlington ISD*

**175+**  
Districts  
Reached

**900+**  
Principals  
Reached

**60K+**  
Teachers  
Reached

**1.5M+**  
Students  
Reached



# Layers of support build a

**LEADERSHIP** Coach district and campus leaders to create the desired culture for learning.

# solid foundation for growth

**INSTRUCTIONAL COACHES** Empower the network of direct teacher support with the proven e2L GROWE Coaches Academy.

# with the proven e2L GROWE

**TEACHERS** Fill teacher toolkits with e2L 16 research-based Best Practices that lead to student growth.

# Coaching Model.

**STUDENT SUCCESS**

## QUOTES FROM OUR PARTNERS

"I do love to teach this way because it allows me to connect with students and to individualize their learning."  
 – Teacher, El Paso ISD

"Twice last week and again yesterday, my son came home actually talking about the learning environment in class, telling us how much he likes going in there to learn. Thanks to his teacher and to campus leaders for allowing teachers the freedom to be innovative."  
 – Parent, Alamo Heights ISD

"The STAAR test has taught me nothing about life, but 9 weeks of HELM and I'm starting to get it. When I get a job, I will not come to work and sit silently, and just listen to a person go on and on about a subject...Jobs are not the same, so schools cannot be either."  
 – Student, Huntsville ISD

## THE e2L 16 BEST PRACTICES

Teacher coaching leads to measurable growth on the e2L 16 Best Practices, which have been curated from extensive research on instructional strategies proven to increase student achievement, student engagement, and acquisition of college and career readiness skills.

**BEST PRACTICES CUMULATIVE GROWTH**

