

# Florida Turnaround Leaders Program

Introducing

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**Orange County Public Schools**



# Presenting my FTLP Internship Experience:

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# Meet the Turnaround Leader



Big achievements are accomplished through a series of small steps.

## **Resume Highlights**

### **Union Park Middle School (Aug 2011 –Present)**

- Assistant Principal In-charge of Instruction

### **East Learning Community (Sept 2006 – Aug 2011)**

- ESE Program Specialist

### **Legacy Middle School (Aug 2005 – Sept 2006)**

- Team Leader (Grade 6 -8 LA & SS)

### **Conway Middle School (Aug 2003 – May 2005)**

- Varying Exceptionalities Teacher (Grade 6-8 Reading, LA & SS)

# Meet the Turnaround Leader cont'd

- **Education & Certification:**
- BSc. Accounting & Management
- Post Graduate Certification in Education
- MA Education
- Doctorate in Educational Studies

- **Professional Certification**
- Florida Professional Certification – Educational Leadership (All Grades)
- Florida Professional Certification – Middle Grades Integrated
- Florida Professional Certification – Exceptional Student Education
- Florida Reading Endorsement
- Graduate Certificate in Autism





# Leading 90 Days of School Improvement



**Welcome to Memorial Middle School!**

**Marching Toward Academic Excellence Every Day As We Strive for an A!**  
**Assignment 5**

# Responsibilities of My Internship

This involved:

- Analyzed data for pre-planning to create urgency for turnaround (include comparative data -Westridge & Carver MS)
- Focusing plan on student achievement, curriculum, instruction based on need identified by internship principal

[MMS Pre-Planning presentation](#)

# Responsibilities of My Internship cont'd

Planning and leading the implementation of a school improvement initiative

**GOAL: To raise the 7<sup>th</sup> Grade Reading Proficiency Level by 5% (34.4% to 40%) by December 2013 as measured by Winter Benchmark**

# Responsibilities of My Internship

## **Leading the 7<sup>th</sup> grade team to improve Reading achievement**

### Setting Expectations:

- Promoted support rather than evaluation
- Was highly visible
- Stressed my role as an instructional coach
- Provided teachers up front with the 5D framework and reviewed the need for the appropriate level of cognitive complexity (rigor) in classroom instruction
- Established a clear, shared vision and direction for preparing students to succeed in 7<sup>th</sup> Grade

### Assignment 5



# Leading 90 Days of School

## Improvement

### **Analyzing the Context of MMS:**

- Analyzed data on school conditions as they relate to the characteristics of a turnaround school
- Diagnosed probable causes of low performance
- Prioritized probable causes to address in the school improvement plan
- Developed measurable goals and objectives
- Identify research-based and innovative strategies for accomplishing goals and objectives

# Leading 90 Days of School Improvement

## **Planning the Turnaround Process**

- Identify individuals to manage action plans for goals and objectives
  - Develop timelines and needed resources for each goal and objective
  - Create the first 90-day plan
- Monitor the implementation of the 90-day plan through data gathering and classroom observations
  - Meet regularly with project managers to ensure progress on 90-day plan goals

# Leading 90 Days of School Improvement

## **Implementing The 90 Day Plan:**

- Conducted at least five rounds of classroom walkthroughs each week
- Walkthroughs daily with Admin, Coaches, Teachers
- Debriefed and planned daily with the Reading teacher
- Provided specific feedback, written and verbal to teachers and Admin - Walkthrough schedule :  
Classroom Environment and Culture, Purpose, Student Engagement, Curriculum and Pedagogy, Assessment
- Recommended, coordinated and Facilitated professional development
- Had daily conversations with individual/groups of students

# Leading 90 Days of School Improvement

## **Monitor the implementation**

- Conduct interim assessment of progress on 90-day plan – Progress Reports, Report Cards, FAIR, Benchmark, mini assessments, classroom assessments, SRI, Read 180
- Daily briefing/debriefing with the internship principal and 7<sup>th</sup> Grade AP to keep them abreast of my plans for each that day



# Leading 90 Days of School Improvement

## **Promoting Effective Teaching and Learning**

- Provide feedback to teachers, coaches and Admin on the application of the 5D Instructional Framework.
- With LA/SS/Reading teachers planned, implemented and monitored interventions to help students improve performance.
- Observed students in various classrooms as part of my weekly walkthroughs.

# Leading 90 Days of School Improvement

## **Promoting Effective Teaching and Learning cont'd**

Worked with staff to develop the school's capacity to provide instruction that meets the needs of ESOL/ESE students

- Supported the RtI/MTSS system
- Supported PLCs and lesson study
- Participated in Department meetings

# Leading 90 Days of School Improvement

## **Implementing Organizational Change and Professional Development**

- Recommended, Planned and facilitated professional development related to the 90-day school improvement process
- Work with teachers to implement Lesson Study in Science and Social Studies
- **Assignment 6 Lesson Study**
- **Assignment 8**

# Implementation highlights

## **Assignment 6 Lesson Study:**

- worked with a team of teachers and coaches to plan, and implement lesson study in Science and Social Studies

## **Assignment 7: Supporting Students at Risk:**

- worked with a team of school staff to plan, implement and monitor efforts to support a group of 7<sup>th</sup> grade students

## **Assignment 8: Mid-Course Corrections**

- Based on my monitoring of the implementation of the 90-Day Plan, I identified and recommended mid-course corrections to be carried out by the project management team following the end of the internship



# Sustaining Turnaround/ Growing the Organization

- Team will continue to make observations and feedback on level at which teachers are instructing with regard to rigor and relevance.
- Staff development will be provided to continue focus on increasing rigor and best practice through teacher collaboration and sharing.
- Professional learning communities will continue to increase knowledge of rigor through modeling, guided practice, and lesson study.

**7<sup>th</sup> Grade AP to continue leadership for the second semester**

# My Readiness to be a Turnaround Leader

My skills as an instructional leader are demonstrated through **supportive leadership, coaching, modeling** and **dedicated teamwork**.

My proven leadership abilities include:

- using best practice for effective instruction and teaching & learning
- working with and through people to obtain results
- working well under pressure and in a face-paced environment
- able to analyze problems, target needs, and close achievement gaps
- Excellent teambuilding, written, verbal and interpersonal communication skills

# My Readiness to be a Turnaround Leader cont'd

- I have the skills and commitment to provide, in partnership with teachers and parents, students & community a quality education so that all students are supported to reach their full potential within a caring and secure learning environment.

# End of Internship evaluation

- Joy has shown very strong knowledge in effective instruction and is able to target adoptions to teaching strategies to address student needs.
- She is proactive, reliable and responsive to the myriad of demands presented to an administrator.
- She is highly supportive of teachers yet is able to provide constructive feedback and maintain high expectations for classroom instruction.
- She builds strong relationships and has a positive approach to new and challenging situations.



# End of Internship evaluation

- Her work with the 90-day plan and Lesson Study teams has made a direct and positive impact on the teachers and students at Memorial Middle School.
- Joy builds relationships with the target students and was able to review data and make changes with teachers to meet student needs.
- Joy was methodical in her approach and is now perceived at Memorial as another member in that school.

# My FTLP Experience



