

# **The Lead Teacher Model and PDSA**

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## Our Cornerstones for Continuous Improvement

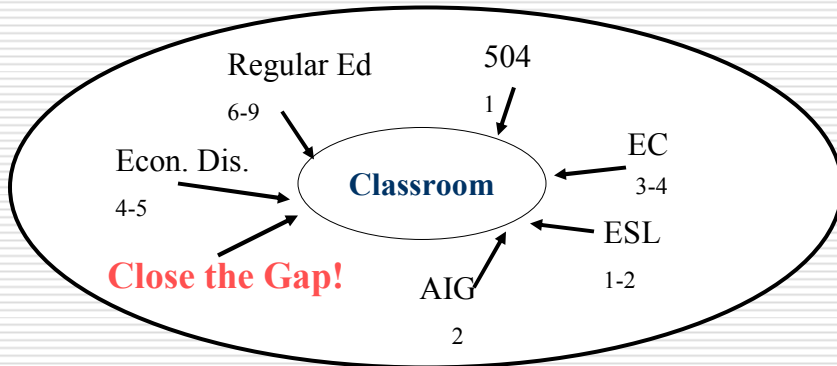
Monticello Elementary School  
Iredell-Statesville Schools, NC

## Acknowledgements

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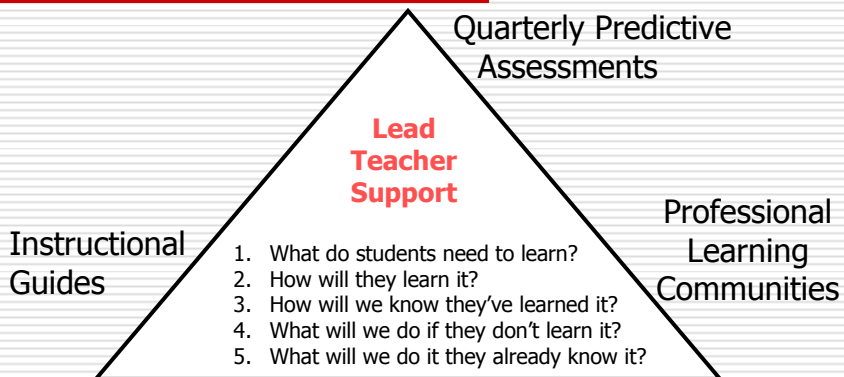
- Jim Shipley and Associates, Inc.
  - Brenda Clark, Marty Moore, JSA
  - Richard Defour, Professional Learning Communities
  - National Baldrige Criteria
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## Expectations in the Classroom: Demands on the Classroom Learning System



Needed: A Model for Developing and Supporting  
High Performing Classroom Learning Systems ...

## I-SS Model to Raise Achievement and Close Gaps



### Continuous Improvement Approach

**Aligned Strategic Plans, PDSA, Systems Checks, Data Warehouse**

## Monticello Dynamics

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- 3rd year of MPE implementation
  - 310 Students
  - 53% Minority
  - 57.1% Free reduced lunch
  - 26 Certified Staff
  - 53% of staff are ILTs
  - 5% of staff are lateral entry
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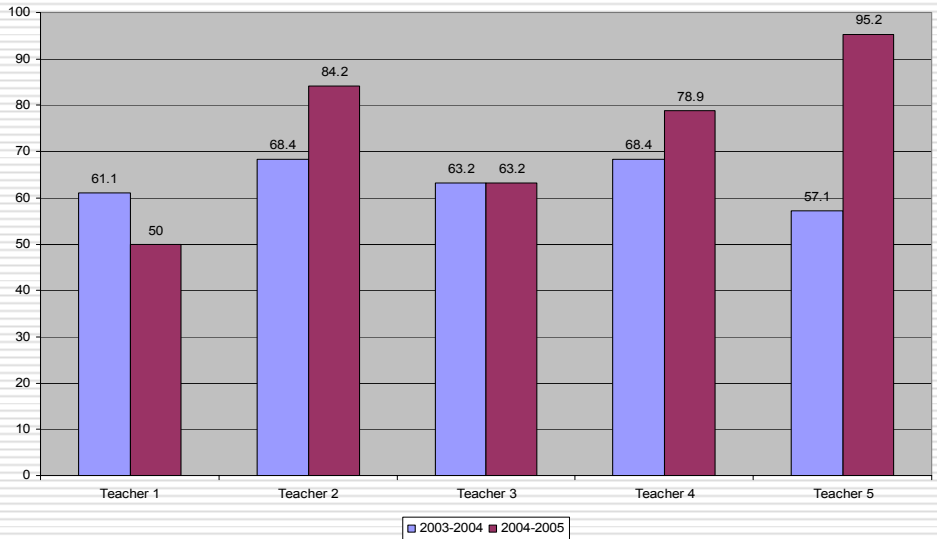
## Monticello Elementary School

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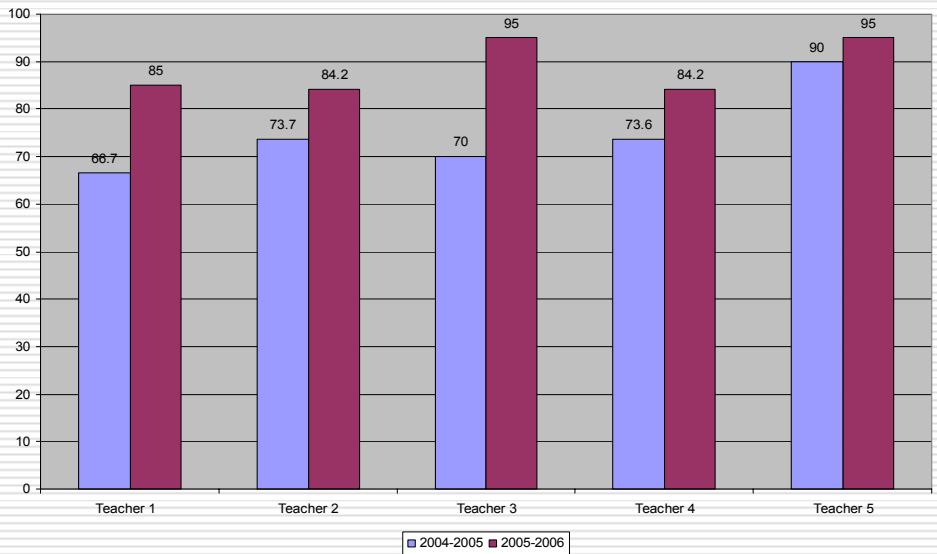
Results Through Continuous  
Improvement

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2003-2004 to 2004-2005 3rd Grade End-of-Grade Comparison



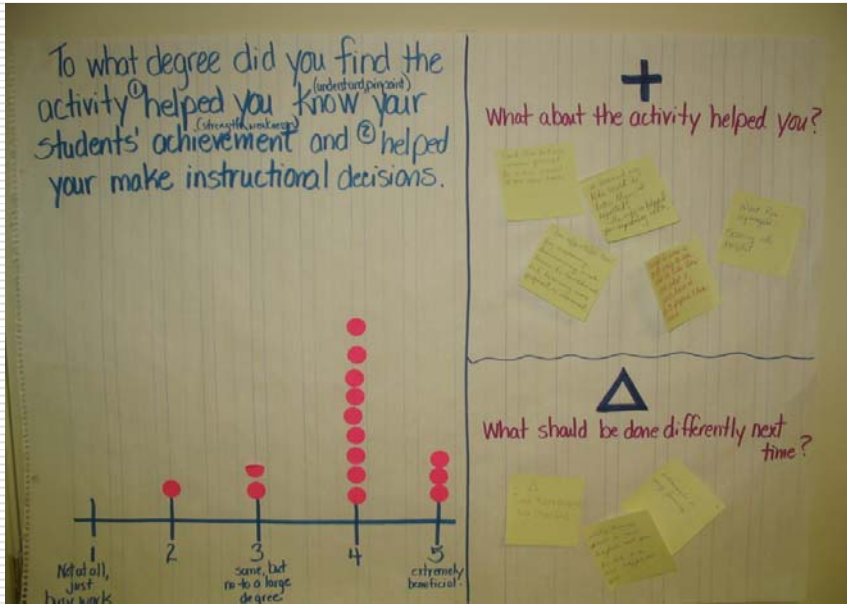
2004-2005 to 2005-2006 4th Grade End-of-Grade Comparison



## Lead Teacher Key Roles and Responsibilities

- ❑ Facilitate Aligned School Improvement planning, deployment and monitoring
- ❑ Facilitate Professional Learning Communities
- ❑ Train, coach and monitor deployment of a continuous improvement approach to building high performing classroom learning systems - PDSA
- ❑ Coordinate and provide aligned, on site, in time staff development in areas of curriculum support





**+**

following directions when graphing

- everyone reading during ind. rdg.
- each Table earned points during the day

**△**

- names up → not follow Mission
- blurting → names
- not taking care of materials

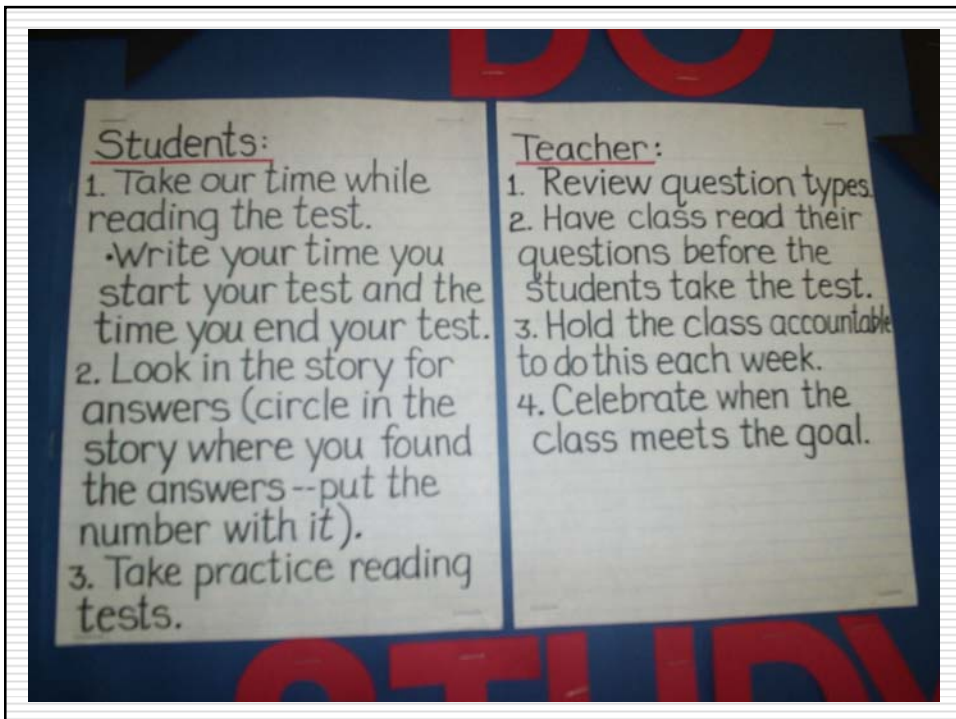
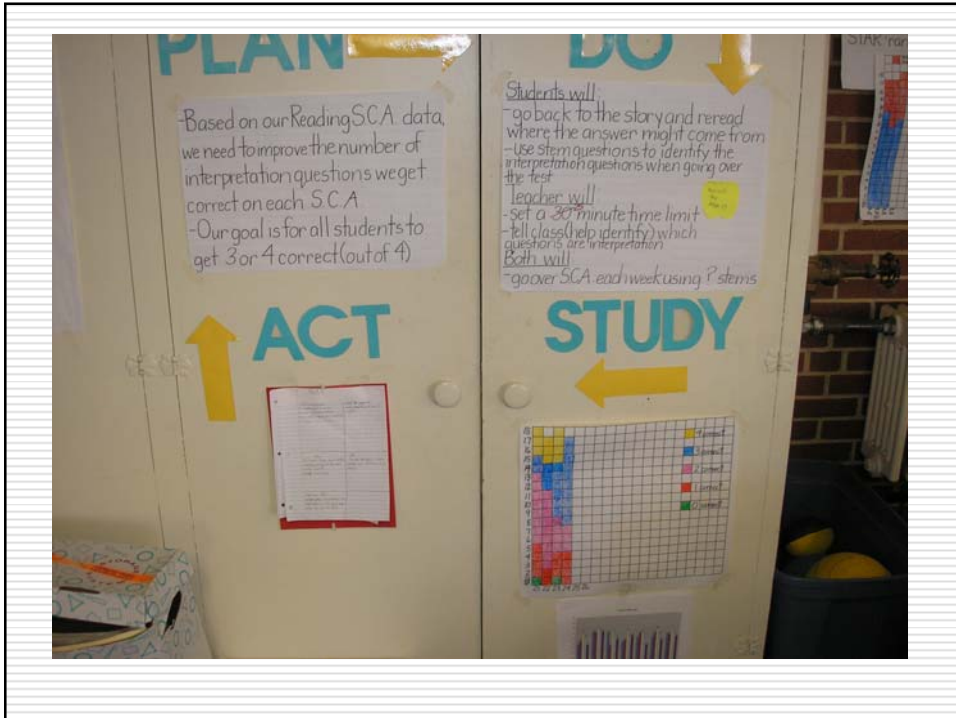
## PDSA Use at Monticello

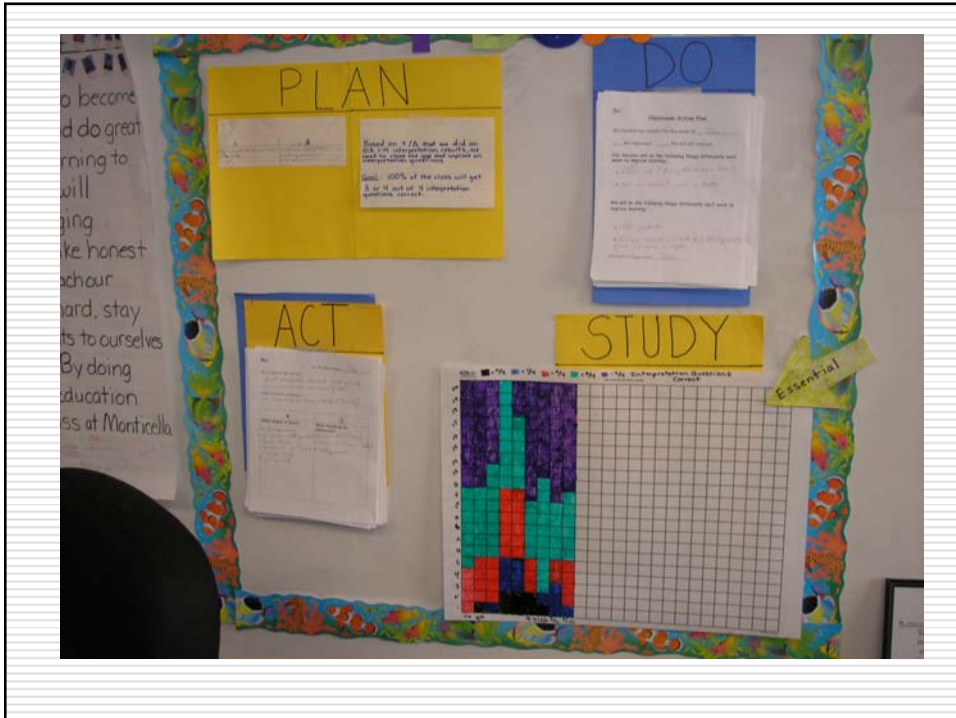
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- School Improvement Leadership Team
  - School Improvement Goal Teams
  - Grade Levels
  - Classroom Level
  - Small Group within a Classroom
  - Individual
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## Weekly Classroom PDSA Cycle

<p><b>PLAN</b></p> <p>According to our data, what needs improvement? What is our goal? How will we measure it? How will we celebrate progress toward the goal?</p>	<p><b>DO</b></p> <p>What will we do to reach our goal? (Be specific.) What will our teacher do? What will the students do?</p>
<p><b>ACT</b></p> <p>Did we reach our goal? Did we improve? What does our data tell us? What do we need to improve? +/<math>\Delta</math> to identify improvements in strategies for next week</p>	<p><b>STUDY</b></p> <p>How will we measure progress toward our goal? How will we chart it? When will we stop and analyze our data?</p>

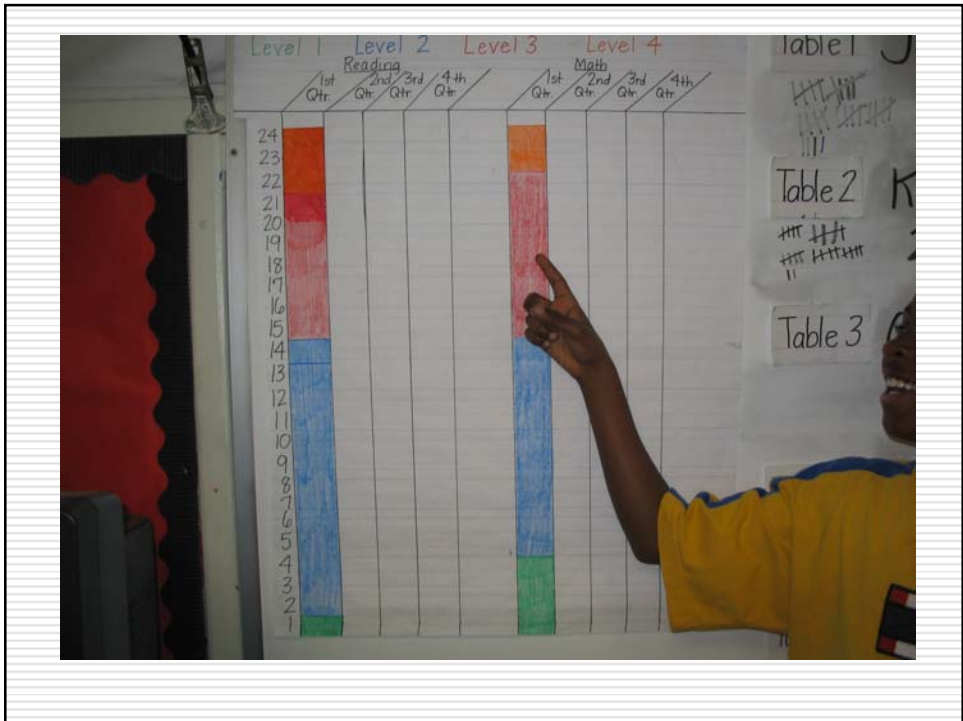
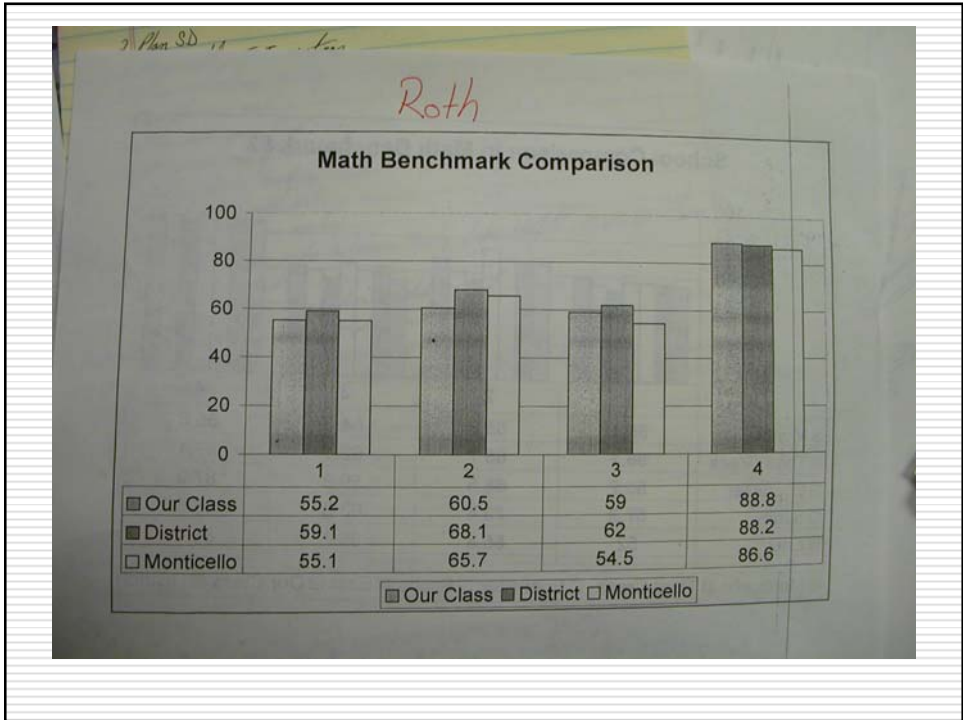


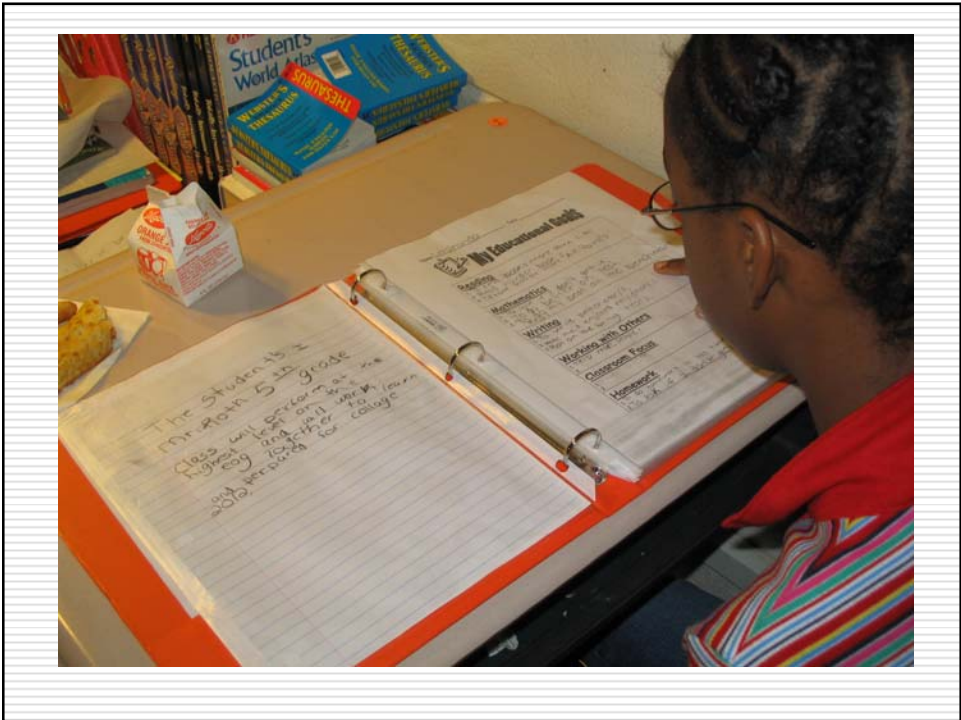


## Process For Deployment of PDSA from School to Classroom

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- 1<sup>st</sup> Year/2<sup>nd</sup> year/3<sup>rd</sup> Year
  - Administrative Team
  - Lead Teacher
  - School Improvement Team
  - Teachers/TA's
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## **I-SS Lead Teacher Model:**

### **History of Deployment**

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- 2003 - 2004: 6 LTs serving 9 Title I elementary Schools
  - 2004-2005: 8 lead teachers serving 11 elementary schools
  - Elementary Lead Teacher Coach added Jan. 05
  - Middle/High Lead Teacher Coach added July 05
  - 2005-2006: 30 LTs serving 18 of 20 elementary schools, all 7 middle schools, all 5 high schools
  - 2006-2007: 32 LTs serving 32 schools Pre K-12
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## **Building Capacity for Lead Teacher Model**

### **I-SS Process**

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- ❑ November: Recruitment e-mail to all users, invitations to identified teachers
- ❑ December: Informational Meeting to share requirements and training timeline
- ❑ January: Professional Background Form received to verify qualifications, certifications, principal's support
- ❑ February: Two-day Trainer Training to deepen understanding of I-SS continuous improvement model and to sharpen training skills
- ❑ March: One-day Laboratory School to practice training on the I-SS continuous improvement model and receive feedback from peers
- ❑ April: Lead Teacher Shadowing experience to see "What it looks, sounds, feels, like"
- ❑ May: Lead Teacher Interviews and school assignments

## Training and Coaching of Lead Teachers

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- ❑ LT Academy Week – Annual Induction and Training with focus on district and department strategic plans
- ❑ Weekly LT meetings for LT training and coaching, best practice sharing, information sharing
- ❑ LT Coach Site Visits for deployment monitoring and for LT coaching
- ❑ JSA district, department, school team training and site visits for monitoring and coaching
- ❑ Curriculum Support Training – provided by or through Curriculum division as needed to support core district curriculum processes
- ❑ Evaluation: Team Systems Check, LT Survey, LT Self Reflection, Principal Evaluation

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- ❑ Denise Holliday – Lead Teacher Coach
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  - ❑ Jonathan Ribbeck – Lead Teacher
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  - ❑ Mathew Fail – Principal
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Questions?

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