Ephrata Area School District

“Growth Mindset in Action”

Our mission is to provide all students with a secure learning environment and exemplary academic programs to inspire all students to reach their full potential.
Agenda

• Growth Mindset
• Leadership Development
• Professional Staff Development
• Review of Events of 2016/17
• Non-Certificated Staff Development
• Leverage Points
• Looking Ahead
• Summary of Feedback
Shared Understanding of Fundamental Ideas

1. **Trust** is essential to the success of any organization.
2. **Highly Skilled Teachers** are the most important component to any school district.
3. **Technology** is just another instructional tool.
4. **The world that our students will experience is changing** at a rapid rate.
5. Learning is an **individual** experience.
6. **Growth Mindset** should be modeled and promoted – none of us is as good as we can be.
Growth Mindset

• This fundamental belief requires ALL to grow - not just students, therefore we have made the ongoing support and significant focus on staff development a major priority

• Simply put - growth requires change

• Change happens more efficiently when those that are asked to change are engaged in the process and understand the “Why?”

• Rapid change requires a culture of high trust, ongoing reflection on practice and structured collaboration
For Leaders...

• The most difficult group support
• There is a constant battle between the urgent pull of the whirlwind and the need to improve our practice - AND leaders need to stay up-to-speed on the new areas of practice
• Leadership Development meetings every month focused on “guided digestion” of aspects of leadership
• Regular participation in Pennsylvania Inspired Leadership (PIL) sessions, IU Network and specific topic meetings within our region
• Membership in networks and participation in learning events at the state and national levels have continually helped us make progress toward our goals
For Teachers...

- We have taken a varied approach consisting of required activities on assigned staff development days and a variety of flexible components - all containing elements of the Tools, Techniques and Targets
- Teachers have the option to get engaged in virtual components of “flex-days” over the summer
- Mountaineer Academy
- Self-selection opportunities within staff development events model the concept of “choice” for students
August 23rd District Opening

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August 23rd District Opening

• Growth Mindset – Eduardo Briceno

• *Growth Mindset* should be modeled and promoted – none of us is as good as we can be.

• #BecomingEASD

• Reflect and Share
Half-Day: October 5\textsuperscript{th}, 2016

- Reviewed Fundamental Understandings
- \textit{“How to Escape Education’s Death Valley”} \textit{Sir Ken Robinson}
- Life-Ready Graduate Concept
- \textbf{4Cs}: Critical Thinking, Communication, Collaboration, and Creativity
- \url{www.EASDInnovativeLearning.org}
- Learning Zone Rubric Assignment

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<th>CONTENT:</th>
<th>SKILLS:</th>
<th>DISPOSITIONS:</th>
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<td>- Content Mastery (As defined by our Graduation Requirements and the PDE)</td>
<td>- Goal Setting</td>
<td>- Integrity/Honesty</td>
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<td>- Diversity Awareness</td>
<td>- Communication</td>
<td>- Adaptability/Flexibility</td>
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<td>- Financial Literacy</td>
<td>- Critical Thinking/Problem Solving</td>
<td>- Self-Awareness/Independence</td>
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<td>- Civics</td>
<td>- Creativity</td>
<td>- Continual Learning</td>
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<td>- Digital Literacy</td>
<td>- Collaboration/Teamwork</td>
<td>- Resilience/Grit</td>
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<td>- Time Management</td>
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<td>- Leadership</td>
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<td>- Service</td>
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<td>- Learning via Technology</td>
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Half-Day: December 7\textsuperscript{th}, 2016

- If EASD was a Christmas Tree...
- The areas of impact “dots”
- Learning is Individualized & \textit{The End of Average} – \textit{Todd Rose}
- Learning Zone Rubric Assignment
Half-Day: February 1\textsuperscript{st}, 2017

- Reviewed the journey so far
- Categorized the points of impact
- Responsibilities of a Professional (Progress v. Perfect)
- Guiding Coalition & Coaches Re-Introduction
- Spotlights of Success
- Learning Zone Rubric Assignment

“Do what you can, with what you have, where you are.”

- Theodore Roosevelt

Achieving Success One Student at a Time
Full-Day: February 17, 2017

• “Spotlights of Success” sessions providing the opportunity for teachers to teach teachers

• Learning Zone Assignment

• Department Planning

• State Compliance Training
For Non-Certificated Staff

• Operational Supervisors
  • Dale Carnegie Workshops
    • Step Up to Leadership & Secrets to Leading with Assertiveness

• Secretarial Staff
  • Customer Service Trainings
    • FISH Philosophy
    • Disney Institute “Be Our Guest” (currently)
  • Customer Service Survey
    • Email guests to our District weekly for feedback
  • EAP Trainings
    • Personality Awareness and Stress Management
  • Safety Trainings – Paul Moore
  • Technology Trainings
    • Excel, Sapphire and AESOP
Leverage Points

• Address ALL levels within the organization
• Model use of **Tools, Techniques and Targets**
• Celebrate Successes and feature our internal experts
• Communication, Relationships, Consistency, Coherence and ACTION
• Take the lead in developing local networks of trusted peers
• Maintain membership at and in the leading national organizations related to our mission
Looking Ahead

1. Half-Day Staff Development on 3/15 that will wrap-up the exploration of 4Cs introduction
2. Use the components of the Life-Ready Graduate to guide next steps for support needs
3. Maintain efforts and support of current EASD momentum even when there are exciting other opportunities presented to change
Looking Ahead

4. Continue to give back to the educational community overall - sharing our insights with others to develop a local understanding

5. More aggressively represent the District by participation and presenting at learning events aligned to our mission and vision

6. Solidify the brand of EASD as a “Destination District” for students and professionals
Feedback Wanted!

At each Staff Development session we have had this year we ask teachers to give us feedback on a specific topic or simply overall comments and impressions from the day.

(See Handout)