

A high-speed photograph of a water splash against a blue background. The water is captured mid-air, creating a central column of water that has just struck the surface, forming concentric ripples. The lighting highlights the texture and movement of the water droplets.

# Believe: A Shared Vision

George W. Munroe Elementary School  
Gadsden School District

Ida Walker, Principal

Doris Hinson and Sara Knight,  
Reading First Reading Coaches

Yvette Lerner, Regional Coordinator,  
Reading First Professional Development

Schools that develop a *framework* for *shared literacy leadership* become collegial communities where learning is the *shared responsibility* of all members. These are the schools where *teaching and learning* are *engaging, motivating, and invigorating*.

*They are the schools that every teacher and student deserves.*

# We Will Make No Excuses

Pirates

Pride

Persistence

Striving for Perfection

But . . .

We Will Settle for Excellence:

The Audacity of Hope!

# 2007-08 Faculty and Staff

Place photo here

# A Challenge Worthy of a Good Fight

- School demographics taken from PMRN and DOE website that are reflective of the 2007-08 school year
- Number of migrant worker families
- Teacher and student mobility information
- Expected teacher retention rate for the upcoming 2008-09 school year.




Photo of  
Adopt-A-Teacher

# Moving from a Vision to . . . An Expectation

## Prior to Day One

- Planning How to Deliver Your Vision to Your Faculty and Staff
- Developing Materials That Will Be Needed to Carry the Vision Forward
- Thoughtful Consideration of How You Will Honor the Past, Yet Move Forward Without Blame



# Sharing the Vision

## Stating the Expectation

## Sharing the Weight

---

- Welcoming the Faculty and Staff
- Building the Frame: Florida's Continuous Improvement Model
- Notebooks and Professional Development

# Tell Me What You Need

- Ask This First: Don't Assume You Know the Answer
- Inventory Your Rooms: Don't Just Ask Who Needs What.

*Most Importantly, If You Ask This . . .  
Then Deliver; Change Can Be  
Expensive!*

# What *Your* Teachers Expect From Those in Leadership

- A *Real* Open Door Policy
- Delegate, *but* Monitor
- Engage in *Real* Collaborative Conversations and Problem Solving Sessions
- Keep Conversations *Focused* on *Next Steps*, Not Personalities

# A Word About Walking Through Classrooms

## Walk Through Daily

- Share Your Observational/Recording Tool With Your Teachers Prior to the Walk Through
- Always Discuss the Results
  - Individually
  - As a Grade Group
  - As a School

# Our Frame: Florida's Continuous Improvement Model

- Focused Collaborative Conversations: Notebooks Were Key
- Data Discussions: Moving From Perceptions to Reality
- District Pacing Calendar
- Monitoring and Adjusting Instruction

# Data Notebooks

- Purpose
- Grade Group Meetings
- Instructional Implications
- Monitoring
- Adjusting
- Next Steps

# Instructional Implications

- Determining a Focus
- Mini-Lessons
- Weekly Assessments
- Monitoring and Adjusting

# Examples:

- Photos of actual data notebooks and items included in them.

# Our Experience:

## August/September/October

- Schedules and Classroom Set Up
- Core Reading Program
- Data Discussions
- Professional Development
  - Power of Grade Group Meetings
  - PD Notebooks
- Adjusting Constantly

# November/ December/ January

- Focus on Florida's Continuous Improvement Model Components
- Monitoring and Adjusting
- Focusing on More Than FCAT: Student and Teacher Motivation
- Pride and Trust
- Attaining Goals

# February/March/April/May

- Yet to come 😊

# Lessons Learned

- Change is Gradual
- Trust is paramount
- Stick to the plan, but . . .  
if needed, modify the plan.

Always stick to the principles  
embedded in the “game plan”.

# Successes

- Student's Are Focused and Actively Engaged
- Classrooms Have Consistency and Are Becoming Literacy Rich
- Teacher Moral and Attendance Has Improved
- Teachers Meet Together and Are Working Collaboratively

# Things We Would Do Differently

# A Chance to Hear From Our Faculty and Staff

Video: Short testimonials from faculty and staff speaking to the challenges and supports that they encountered this year.

# Questions/Comments

Contact Us:

Ida Walker, Principal:

[walkeri@mail.gcps.k12.fl.us](mailto:walkeri@mail.gcps.k12.fl.us)

Doris Hinson, Reading Coach:

[hinsond@mail.gcps.k12.fl.us](mailto:hinsond@mail.gcps.k12.fl.us)

Sara Knight, Reading Coach:

[knights@mail.gcps.k12.fl.us](mailto:knights@mail.gcps.k12.fl.us)

Yvette Lerner, RFPD Coordinator:

[ylerner@mail.ucf.edu](mailto:ylerner@mail.ucf.edu)

# Believe

- Add text here taken from picture in Mrs. Walker's office

# References

- Cobb, C. *Literacy Teams: Sharing Leadership to improve student learning*, *The Reading Teacher*. Vol.58 (5). February, 2005.
- Maxwell, John C. (2000) *Failing Forward Turning Mistakes Into Stepping Stones for Success*. Nashville, TN: Thomas Nelson, Inc.

# References

- Payne, Ruby K. (2005). *A Framework for Understanding Poverty*. United States of America: Aha! Process, Inc.
- What Reading Leaders Should Know About Successful Reading Instruction. Retrieved from the internet on January 21, 2008.  
[www.corelearn.com](http://www.corelearn.com)

# References

- Whitaker, Todd. (2003) *What Great Principals Do Differently, Fifteen Things That Matter Most*. Larchmont, NY: Eye On Education.