

# Overview and Status of Program Offerings Provided by the Central Carolina RESA 2015-16

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## 1 COLLABORATION WITH COLLEAGUES

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### 1.1 JOB-ALIKE COUNCILS, USER GROUPS, AND BOARD MEETINGS

A core mission of the Central Carolina RESA is to bring together professionals from across its service area in job-alike meetings to engage in the sharing of information and collaborative problem-solving to address issues that they share in common in their respective districts and schools. The Central Carolina RESA accomplishes this purpose through meetings of its Board of Directors, Job-Alike Councils, and User Groups. In 2015-16, the CCRESA will hold seven Board of Directors meetings, and continue to support six Councils (C&I, Technology, HR, Finance, Principals, and PIOs), and three HomeBase User Groups (PowerSchool, SchoolNet, and NCEES (TNL)). Based on our experiences over the last three years, we will attempt to provide a little more structure to these meetings without impeding the free flow of information and discussion.

#### Status:

Dates for Council meetings are indicated below. We are still waiting for DPI to provide us with dates for HomeBase User Group meetings. We ask that those planning to attend meetings to pre-register at [www.ccresta.net](http://www.ccresta.net) under the Events tab.

| <u>C&amp;I/Technology</u><br>Tuesdays<br>9:00-12:00 | <u>HR</u><br>Thursdays<br>9:00-11:00 | <u>Finance</u><br>Thursdays<br>1:00-3:00 | <u>Principals</u><br>Tuesdays<br>9:00-11:30 | <u>PIO</u><br>Tuesdays<br>9:00-11:00 |
|---|--------------------------------------|--|---|--------------------------------------|
| September 22, 2015                                  | October 1, 2015                      | October 1, 2015                          | September 15, 2015                          | September 29, 2015                   |
| October 27, 2015                                    | November 19, 2015                    | November 19, 2015                        | December 1, 2015                            | December 15, 2015                    |
| December 8, 2015                                    | January 28, 2016                     | January 28, 2016                         | February 2, 2016                            | February 23, 2016                    |
| February 9, 2016                                    | March 17, 2016                       | March 17, 2016                           | April 5, 2016                               | April 12, 2016                       |
| April 19, 2016                                      | May 19, 2016                         | May 19, 2016                             |   |                                      |

## 2 LEADERSHIP

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### 2.1 LEADERSHIP FOR CHANGE AGENTS

Some aspects of leadership are generic and are applicable regardless of the sector in which the leader works. Drawing upon the resources of the VitalSmarts organization, we will continue to offer the Leadership for Change Agents program, which includes *Crucial Conversations*, *Crucial Accountability*, and *Influencer*. In the fall we will complete our sixth cohort, which started in June, and then will offer one more complete set of programs for our seventh cohort. We will also stay in touch with earlier cohorts to support the reinforcement and honing of their communication and leadership skills. Cohorts consist of approximately 20 participants; therefore, by the end of the year approximately 140 participants will have completed the Leadership for Change Agents program.

## Status

This program is open to all central office administrators and principals. Assistant principals are accepted on a space available basis.

- Cohort 6 is already formed and has completed *Crucial Conversations*. *Influencer* sessions are scheduled for September 16 and 23. The *Crucial Accountability* session will be held on October 20.
- Registration for Cohort 7 is open on the CCRESA website. *Crucial Conversations* is scheduled for November 10 and 18. *Influencer* is scheduled for January 20 and 27. The *Crucial Accountability* session is scheduled for February 25th.

## 2.2 LEADERSHIP ROUNDTABLE FOR PRINCIPALS

For the first time this year, we will convene a Leadership Roundtable that will study five books pertaining to aspects of leadership such as communications, building positive and trusting relationships, motivation, decision-making, and organizational and personal change. The five books that we will be studying and dates that we will meet are as follows:

- Sept. 30: Chip and Daniel Heath; *Decisive: How to Make Better Choices in Life and Work* (2013)
- Nov. 9: Michael Fullan; *The Principal: Three Keys to Maximizing Impact* (2014)
- Jan. 8: Daniel Pink; *Drive: The Surprising Truth about What Motivates Us* (2011)
- March 8: Kerry Patterson, Joseph Grenny, David Maxfield,, Ron McMillan, Al Switzler; *Influencer: The Power to Change Anything* (2013)
- May 10: Malcolm Gladwell; *The Tipping Point: How Little Things Can Make a Big Difference* (2002)

Books will be provided. Each book study will be open to 20 participants who can, but need not, sign up for all five sessions. The sessions will include detailed discussions of the books as well as provide time for participants to discuss implications for their organizations and for them personally. Participants will leave with some specific action steps to which they will commit to take to improve their effectiveness as a leader.

## Status

First priority for the Leadership Roundtables will be given to principals. Registration is now open at [www.ccrea.net](http://www.ccrea.net) under the Events tab. Participants may sign up for one or more sessions depending upon their interest. Initially, registration will be limited to no more than two participants per school district and to a maximum of 20 participants per session. Sessions will run from 9 a.m. – 3 p.m.

## 2.3 DEVELOPING STRONG INSTRUCTIONAL LEADERSHIP FOR OUR SCHOOLS

All successful schools are lead by principals who are well versed in what effective and engaging instruction looks like and are able to communicate their expectations to their staffs and provide them with the support and motivation to meet their expectations. The Central Carolina RESA is contracting with Candi McKay, an author and national consultant who has recently relocated to the Raleigh area, to provide support to principals and those who evaluate and support principals. She will offer a two-day program for 40 participants based on her book, **You Don't Have to Be Bad to Get Better: Increasing Teacher and Student Success**. Districts have been encouraged to send a small team consisting of both principals and principal evaluators.

**Status**

Registration for this session is now closed but anyone interested in being on a waiting list should contact Dana Stutzman at [officemanager@ccresa.net](mailto:officemanager@ccresa.net). If this program is well received, it may be repeated later in the school year.

### 3 DIGITAL AND BLENDED LEARNING

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#### 3.1 PARTNERSHIP WITH THE FRIDAY INSTITUTE

A major initiative of the CCRESA this year will be to provide support to districts to enhance their instructional programs through the effective use of the digital resources and capacity that most of them have been acquiring in recent years. We will be partnering with The Friday Institute to design and provide a system of support for districts. Each district will be invited to identify a team of key decision-makers, including leaders in the areas of C&I, professional development, IT, HR, finance, communications, and community and business partnerships. The Friday Institute will offer approximately five full-day programs on the following topics:

- Vision, Leadership, and Culture for Digital and Blended Learning
- Changes Needed in the Instructional Delivery Model and Instructional Resources
- Options for Effective Professional Development
- Incorporating the Use of Data and Assessment into the instructional program
- Critical Choices Facing Districts in Acquiring Technology and Infrastructure

The intent is to provide not only professional development but also customized support that will assist districts in rethinking their past, current, and future launches to infuse digital resources into the instructional program. Success will be measured, in part, by districts' self-assessments on the Friday Institute's Digital Learning Rubric.

**Status**

All member districts are invited to send teams to participate in the Blended Learning program being lead and coordinated by the Friday Institute. Districts will be notified of dates for the meetings and directions for signing up by early August.

#### 3.2 OPEN EDUCATIONAL RESOURCES (OER)

The CCRESA will offer a Math (grades 6-7) OER session on September 28-29 and an ELA (grades 11-12) OER session on October 14-15. All sessions will be held from 9 a.m. - 4 p.m. in the Assembly Hall at the CCRESA headquarters.

While the initial impact of online technology on education was immediate access to content and resources, this access has turned into a different sort of roadblock as teachers are inundated with digital resources for use in their classrooms. Classrooms today benefit from high quality resources and a working environment to evaluate and mix resources into instructional kits that are immediately useful.

Hosted by CCRESA, this grant-funded professional development workshop will provide teachers with the opportunity to immerse in the digital resource network OER Commons and explore Common Core-

aligned resources for their classroom. Each two-day session will be facilitated by a team, including an in-service teacher with firsthand experience of the connections and benefits of these resources.

OER Commons is available for free, and this training focuses on ways to embed these tools into teachers' instruction to benefit student learning. Teachers will receive training that allows them to achieve inquiry-based instructional goals, including how to:

- explore standards alignment and instructional shifts in the Common Core standards
- focus on the identification, organization, and customization of develop high-quality OER content
- access instructional resources, professional learning materials
- receive training to curate and author content for their own classroom
- take away classroom-ready resources that are both aspirational and practical

Districts are asked to send teams consisting of 4-6 staff members who are in a position to share this information with others in their school or district. Teams could include teachers and school-based and district instructional leaders in the specified content areas and grade levels. While it is expected that teams will have different compositions for the Math and ELA sessions, it is recommended that at least one or two members attend both sessions. There is no cost for participation, but, as always, districts will have to cover the cost of subs, if necessary, and travel.

### Status

At this time, the following districts have indicated that they will be sending teams: Durham, Franklin, Granville, Halifax, Orange, Person, and Weldon City. A contact person has been identified for each team. The contact should register names of team members by September 1<sup>st</sup> on Eventbrite through the [www.ccesa.net](http://www.ccesa.net) website and click on the Events tab. If other districts are interested in participating, they should contact Neil Pedersen.

## 4 FOCUS ON MATH

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DPI will offer two two-day programs for grades K-5 and 6-12. The first day will be similar to a popular offering from last year that will focus on the strategies required to ensure that all students become mathematical thinkers and are prepared for any academic career or professional path they choose. The program draws from the book Principles to Actions from NCTM (National Council of Teachers of Mathematics), which sets forth a set of strongly recommended, research-informed actions for all teachers, coaches, and administrators to implement to ensure mathematics success. This session is designed for school leadership teams consisting of an administrator, lead teachers, and coaches. Each district is invited to send one team consisting of one or two schools from the district. The district team may include up to seven participants, with a requirement that the team have one district level math supervisor, one principal from each school represented, and teachers from each school represented. Separate one-day sessions will be held in October and followed up with a second day in December. Participants are expected to attend both days.

### Status

Participants may sign up at [www.ccesa.net](http://www.ccesa.net) under the Events tab for the K-5 and 6-12 sessions that are scheduled for the following dates:

Math K-5: October 7 and December 1

Math 6-8: October 8 and December 2

DPI has already partnered with SERVE to offer a session over the summer on the integration of high school math courses. We have requested that DPI offer another program for our member districts. If this can be scheduled, we will let you know.

## 5 USE OF SOCIAL MEDIA

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Working through the PIO Council, the CCRESA will assist districts in expanding their knowledge of how to use social media and collaboration tools to tell the districts' stories, enhance communications and keep all constituencies informed.

### Status

This will be further discussed with the PIO Council over the summer and in the fall.

## 6 DPI'S AND OTHER ORGANIZATIONS' PROGRAMS

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Even though we don't believe that one-day programs are the most effective professional development model, we anticipate that DPI staff will want to conduct some professional development, and our experience is that these sessions are usually sought after and well attended. We will collaborate with DPI staff to define programs that are most critical to the success of professional staff in our districts.