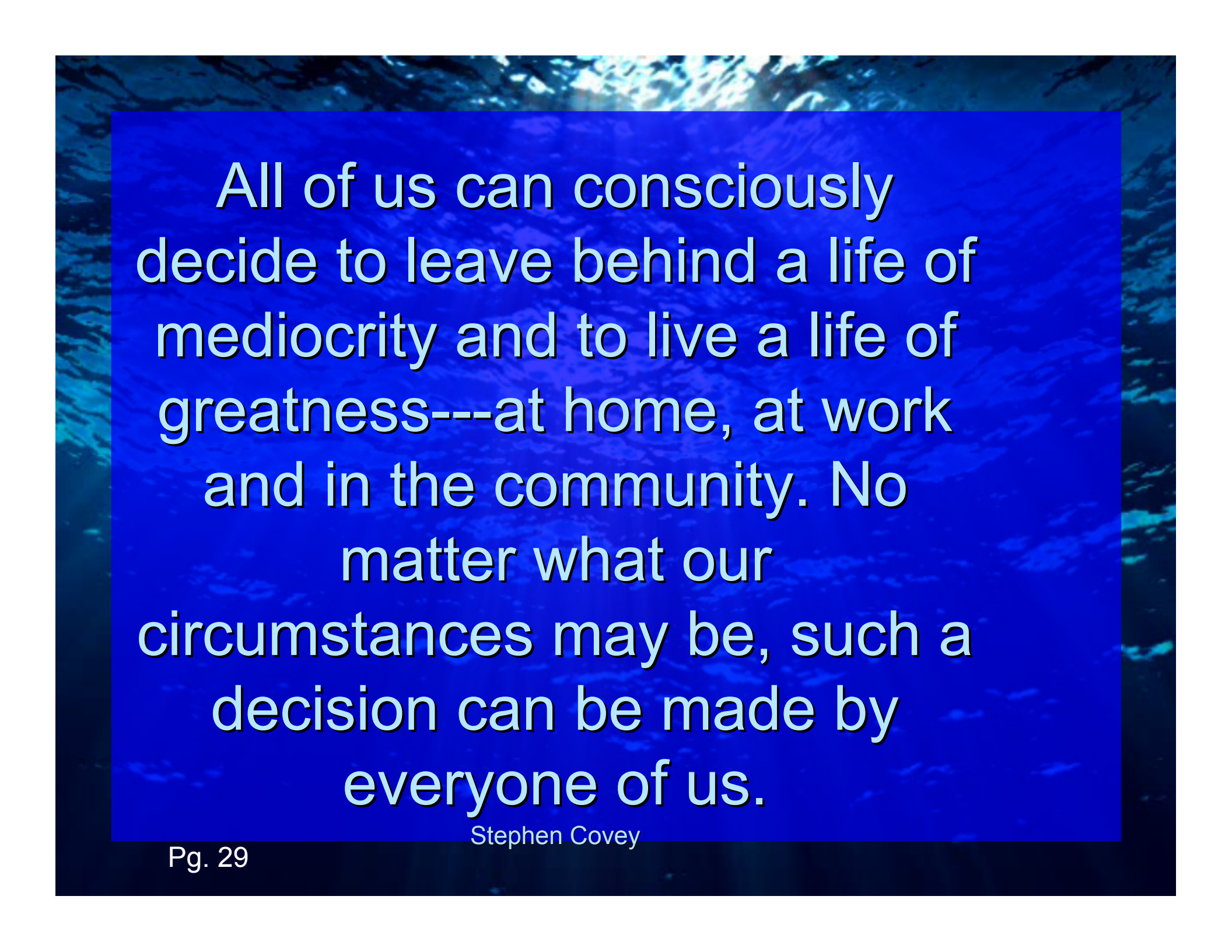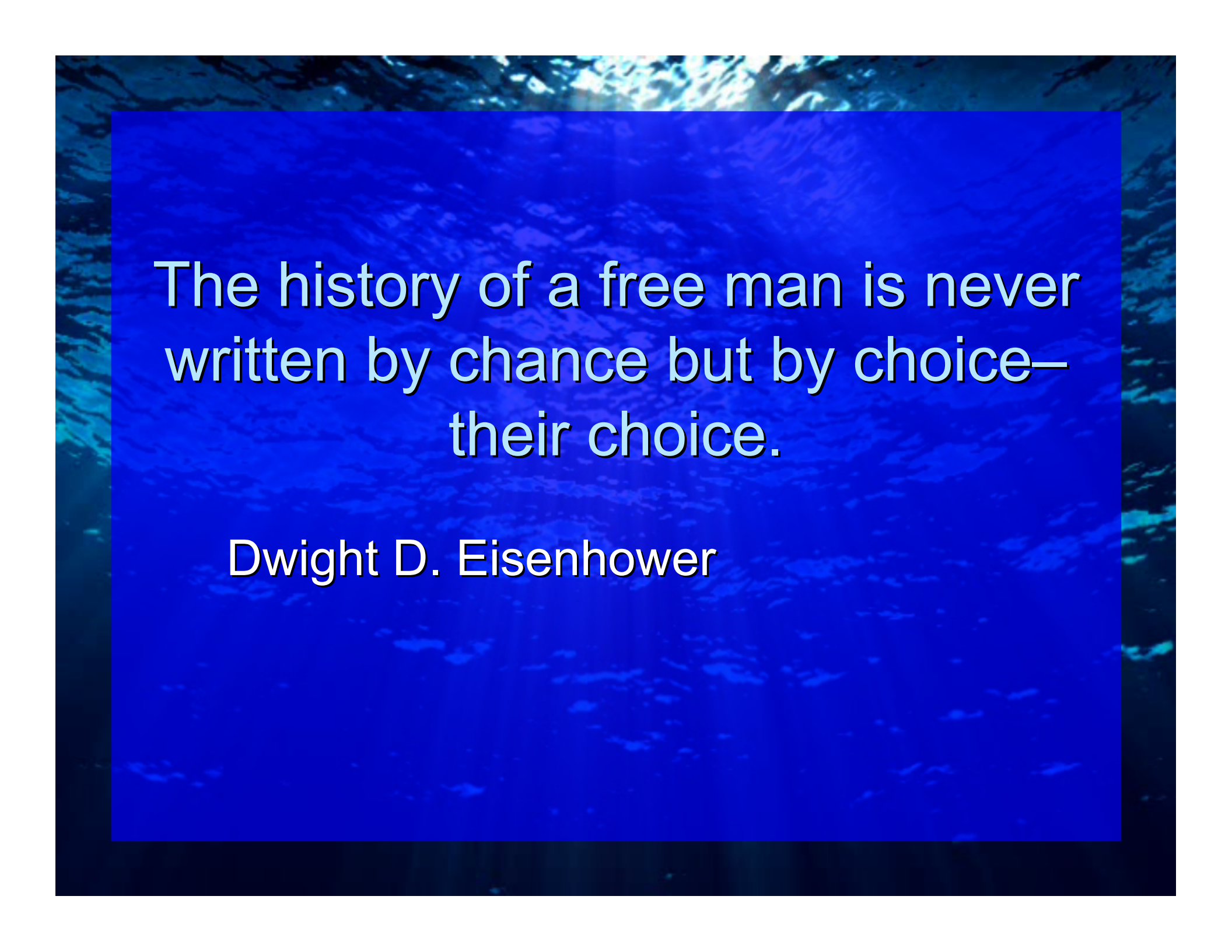# School Culture, PLCs and Tech Integration.

Glenn Maleyko, Executive Director,

Dearborn Public Schools, Ph.D

November 11, 2014, MLI
Superintendent Academy, Traverse
City, MI

All of us can consciously decide to leave behind a life of mediocrity and to live a life of greatness---at home, at work and in the community. No matter what our circumstances may be, such a decision can be made by everyone of us.

Stephen Covey

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The history of a free man is never written by chance but by choice – their choice.

Dwight D. Eisenhower

What is our frame of mind?

Is the Glass half full or half empty?

At Dearborn Public Schools we always view the glass half full. An optimistic viewpoint.

Cultural Shifts
Becoming a Professional Learning Community

- "To put it as succinctly as possible, if you want to change and improve the climate and outcomes of schooling both for students and teachers, there are features of the school culture that have to be changed, and if they are not changed your well-intentioned efforts will be defeated"

Seymour Sarason: Taken From Robert Eaker PLC presentation.

"People want to be part of something larger than themselves. They want to be part of something they're really proud of, that they'll fight for, sacrifice for , trust."

— Howard Schultz

Visionary leaders

- Effective visions help individuals understand that they are part of a larger world and also reassure them of their individual importance to the organization.

- Reeves, Douglas (2006). The learning Leader.

The Power of Professional Learning Communities

- The most promising strategy for sustained, substantive school improvement is building the capacity of school personnel to function as a professional learning community. The path to change in the classroom lies within and through professional learning communities.

Dufour & Eaker

A Traditional School Focuses on **Teaching** and a Professional Learning Community Focuses on **Student Learning.**

- 5 Step Downy Approach

- 1. Student Orientation to the work

- 2. Curricular Decision Points

- 3. Instructional Decision Points

- 4. Walk the Walls---Curricular and Instructional Decision Points

- 5. Safety and Health Issues

Anthony Muhammed
The Will to Lead the Skill to Teach: 2012

- Creating highly effective schools requires more than will -- it requires specific action to bring vision into reality.

Marzano and Walters: <u>District Leadership that Works</u>, 2009

- 1. Ensure Collaborative Goals settings
- 2. Establishing Non-negotiable Goals for achievement and instruction.
- 3. Creating board alignment with and support of district goals
- 4. Monitoring achievement and instruction goals.
- 5. Allocating resources to support the goals for achievement and instruction.

Marzano, Waters and McNulty (2005) 1st order change vs. 2nd order change

- 1st order change is incremental. It can be thought of as the next most obvious step to take.

- 2nd order change is anything but incremental. It involves dramatic departures from the expected, both in defining a given problem and in finding a solution

Fullan (2008) The Six Secrets of Change

- Secret One Love your employees
- Secret Two Connect peers with purpose
- Secret Three Capacity Building Prevails
- Secret Four Learning is the work
- Secret Five Transparency
- Secret Six Systems Learn

In order to be successful, professional learning communities must be embedded in the culture of our school. Teamwork and collaboration at Dearborn Public Schools is not an option, it is who we are and what we do as a part of our daily routine. Glenn Maleyko

Team Collaboration

Effective collaborative teams share knowledge, define learning standards, agree on pacing, build knowledge of best practice, and focus on issues that MOST impact student achievement.

Team Collaboration

We can achieve our fundamental purpose of high levels of learning for all students only if we work together. We cultivate this collaborative culture through the development of high performing teams.

Dufour & Eaker

Making A Difference

- What does make a difference is a school administrator or teacher at any level who is a thoughtful instructional leader.

- In order to Be successful there must be a technology plan of action.

- Example: The Strategic Plan.

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