# REAP | Growing Our Own

NEWSLETTER | January 2020

## Aspiring Leaders

As part of the REAP initiatives focused on Growing Our Own, principals and teachers across the district have the opportunity to apply for the Aspiring Leaders Program. Aspiring Leaders participate in MSU's Education Policy Fellowship Program, Leadership Modules developed through MSU, and learning from experts working with the Michigan Association of School Administrators and MASSP. Our second cohort of Aspiring Leaders, listed below, are on special assignment this year to participate in this supportive internship program.

Anthony Foster, Glenn Stevens, Adela Tudor, and LaMar Wilson are rotating through seven week sessions in various district offices. During February and March they will be participating in twelve day mini-sessions getting to know the diversity of Lansing School DIstrict.

Kyle Burroughs, Christopher Cadogan, Jekeia Murphy, and Leigh Schafer are rotating through seven week school placements throughout the district. During February and March they will be participating in 12 day mini-sessions getting to know various district offices.

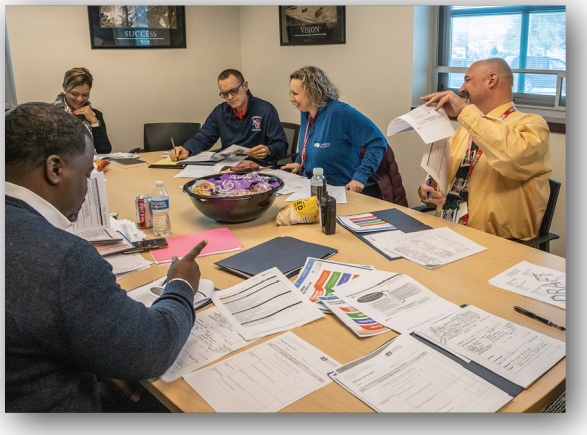
Our Aspiring Leaders have moved from the "not quite sure what to do" phase to the "I'm really excited about working and learning in this new role".

## National Board Certification

Regina Bluemlein, Karen Hoekstra, Rachell Pomerville, Zondra Sickles-Blake, Dawn Vandemark, Christy Wiley, Arlela Young, and Carrie Zopf are working on National Board Certification. In addition to an individual workday each month (as outlined in the LSEA contract); Jan Pardy, National Board Certified Coach is onsite to work with the cohort. Project areas include: English as a New Language, Physical Education, Early Childhood, ELA Early Adolescence, Literacy: Reading, Early and Middle Childhood. Project work will be completed by June.

## Principal Network

Newer principals have a coach assigned to support them during the year. Support is provided face-to-face, via email, by phone, and virtually. Dr. Steve Hecker, Donna Pohl, Bersheril Bailey,Tom Kowalski, and Betty Underwood – all former administrators, are supporting as coaches. In addition, there are voluntary monthly breakfast get-togethers, as well as professional learning opportunities in the evenings. Digging Deeper into NWEA, Better Coaching Conversations, Marzano side-by-side coaching, Strengths-based Leadership, supporting educators and giving effective feedback are some of the opportunities offered.



## Instructional Coaching

Instructional coaches are hard at work in all of our schools. They are working alongside teachers supporting them to reach their student-focused goals. REAP has added ten instructional coaches in our high schools and five in our PreK-8 schools. In addition, coaches continue to meet monthly to receive training and develop more resources to better support our teachers and students. Schools are beginning to see positive change in student achievement and behaviors because of the collaboration between teachers and instructional coaches!

"We are the catalyst that brings about more open collaboration and dialogue among teachers." Instructional Coach

## New Teacher Network

The New Teacher Network has expanded this year. We have added two NTN District PLC's based on feedback that we received last year. They are the Mentor PLC's and Grade Level & Content Area PLC's. Each PLC is held once a month at Wainwright. Tawny Alvarado and Angie Morris are the NTN District leaders. These PLC's are designed to give mentors and teachers time to come together and build a network of support across the district. Our NTN School PLC's continue to be held monthly for 1st-3rd year teachers at their schools. The attendance at these sharing opportunities continues to grow and new teachers are feeling well-supported!

"The New Teacher Network is going awesome. If my mentor doesn't know the answer, she will find it for me and she always checks in." First-Year Teacher

# New REAP faces

**John McGraw**
In collaboration with the Magnet Program, a Marketing Specialist has been hired to complete projects such as newsletters, marketing materials, and recruitment videos. John has been a professional in the visual arts for more than 25 years. His photography and videography work has been featured on networks such as ESPN, NBC, CBS, CNN, and his photography hangs on walls all over the world. John and his wife Diane love to travel. "I look forward to using my creative skills to highlight all the wonderful things going on in the district."

**Malikah Gregory**
My Teaching Partner Secondary Coach MTP-S Malikah is housed at the REAP Office and spends her time with all three high schools working to support one-on-one video coaching related to the CLASS observation tool. Malikah has been an educator for almost 25 years, working as a teacher, Math Specialist, and Instructional Coach in both North Carolina and Michigan. She earned National Board Certification in 2003 and is currently working on a doctorate. She has worked in the Lansing area as a Math Specialist and Instructional Coach for the past 10 years. In addition, she served as the chair of the Elementary Math Steering Committee in the Lansing School District.

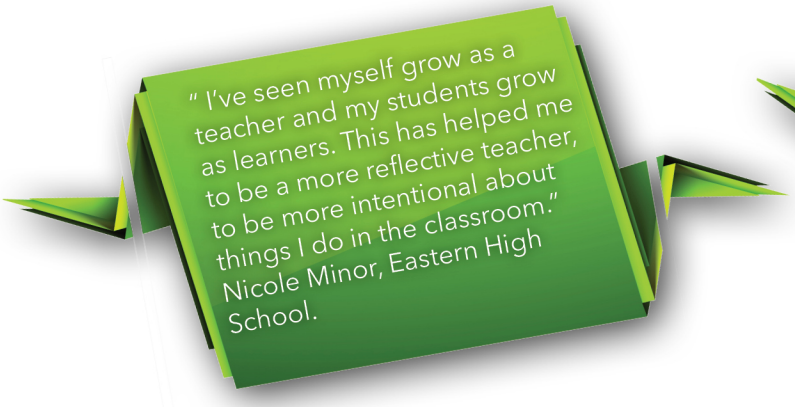
**Jane Stewart**
Secondary Literacy Instructional Coach. Jane spends most of her time in all three high schools working with teachers and other instructional coaches. Jane has been a teacher in the district for 20 years. Along with coaching in literacy strategies across the disciplines, she also provides surface and deep level coaching.

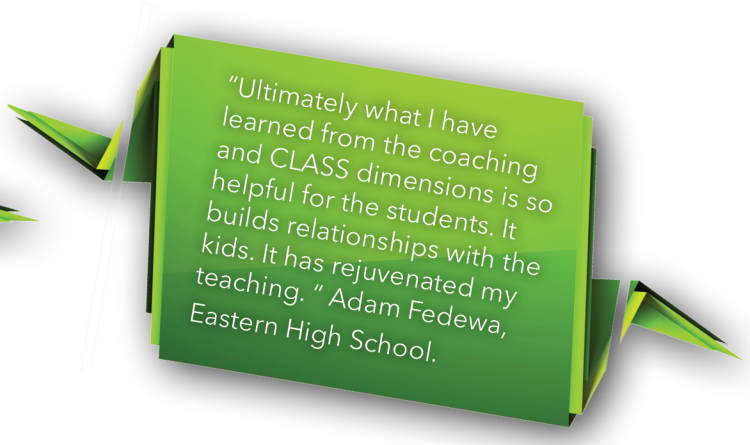
**Dr. Tom Buffett**
Former Lansing principal Dr. Tom Buffett is working as a REAP Program Analyst. He interviewed individuals and convened focus groups for many REAP programs. Reports for each area have been developed that include key findings,questions to consider, and suggestions for program improvement. This information is being used to improve programs and tell the REAP story.

**Shanna Janowiak**
Shanna has spent the last 13 years working in Human Resources, with the last 11 in Traverse City working with the Intermediate School District. Now that she has returned back home, she is excited to take her education and experience to help within the Human Resources department with a transformational purpose. It is her goal to work with district staff to help the Lansing School District be a place that attracts quality educators, grows them within the district, and retains them over the years to come. Shanna is located in the Human Resources department at the Administration building.

## MTP-S

My Teaching Partner Secondary MTP-S is a multi-year partnership with the American Institutes of Research (AIR) and Teachstone CLASS to study the effects of a one-on-one CLASS video coaching model. The cyclical, strengths-based, MTP-S model involves co-planning lessons with a focus on specific CLASS indicators, followed by teacher strategy practice and lesson video recording. The cycle includes teacher response to video clips of effective interactions which "push" student learning and goal setting to continue and expand on effective practices throughout the school year. Currently half of our Secondary Math and ELA teachers at all three high schools participate in either the control or coaching groups.




## iCollaborate

"The one doing the talking is the one doing the learning."
Dr. Sharon Ritchie, Senior Research Scientist Emeritus, University of North Carolina.

Using the EduSnap and CLASS tools, the iCollaborate project collected annual, non-evaluative classroom process data in 425 Preschool-12th grade classrooms this fall. This data is used for teacher, school and district reflection and goal setting. Building on the Fall 2018 CLASS and EduSnap data and goals, teachers have continued to focus on increasing opportunities for Student Voice through the district-wide Instructional Learning Cycle (ILC) process.

Student voice is defined as the concept of students sharing their thinking, ideas, feelings, and opinions with teachers and peers while having a say about their learning and learning community. Student voice is key to belonging, engagement and motivation which are all associated with increased academic learning and achievement. Teachers are finding success and noticing changes in student engagement and their data when they incorporate more feedback loops (back and forth exchanges that push learning), Think, Pair, Share and group work opportunities for students across the school day.

## Human Capital Management Systems (HCMS)

Unified Talent, aligned to Marzano and iCollaborate, is our new improved system for tracking professional development and training in order to better meet the professional learning and growth needs of staff. This replaces KALPA. The development was a collaborative effort between Human Resources, Technology and REAP to connect LSD systems for greater efficiency. Beginning January 13th, the system will be fully operational.

# Don't Miss Out on these Amazing Professional Learning Opportunities for teachers beginning in January.

**These sessions are available to all teachers who have not previously attended.**

## The New Art & Science of Teaching (Cohort 4)

Three session series for all teachers who want to better understand the instructional practices and strategies that are aligned to the Marzano Evaluation Framework.

## NGSX

Five session series for K-12 science teachers to learn and practice the pedagogical shifts for teaching the Michigan Science Standards.

## Classroom Management and Strategies

Session will provide you with approaches that enable students to get on task and stay engaged.

## GoMath!

Open to all math teachers wanting to review available resources and tools related to GoMath! curriculum.

## Phonemic Awareness

This is an interactive training for PK-1 teachers based on Dr. Heggerty's work.

## CRPBIS for the Classroom

This two-session series is dedicated to understanding the components of a classroom Culturally Responsive Positive Behavioral Interventions and Supports (CRPBIS) system.

**SIGN UP ON UNIFIED TALENT TO RESERVE YOUR SPOT TODAY!**

**Did you know ?**

Teachers participated in 682 professional learning opportunities between July 2018 and July 2019.