

System View: Coaching Change Through District Leaders

Kansas Learning Network



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The Kansas Learning Network is dedicated to supporting schools in implementing Effective Practices resulting in successful outcomes for all learners.

Inclusion Experience: Stem Completion

- Name
- State
- Primary Role

- When I have experienced growth, I needed....

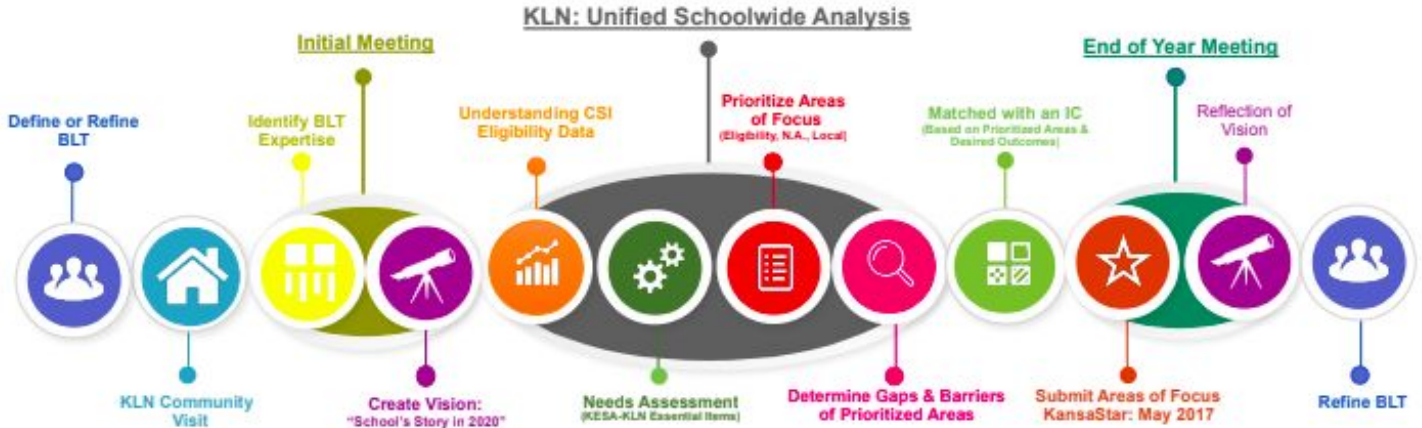
Please sit to signal you are done sharing

Participants will gather ideas about intentionally coaching at the systems level to provide support.

Objective

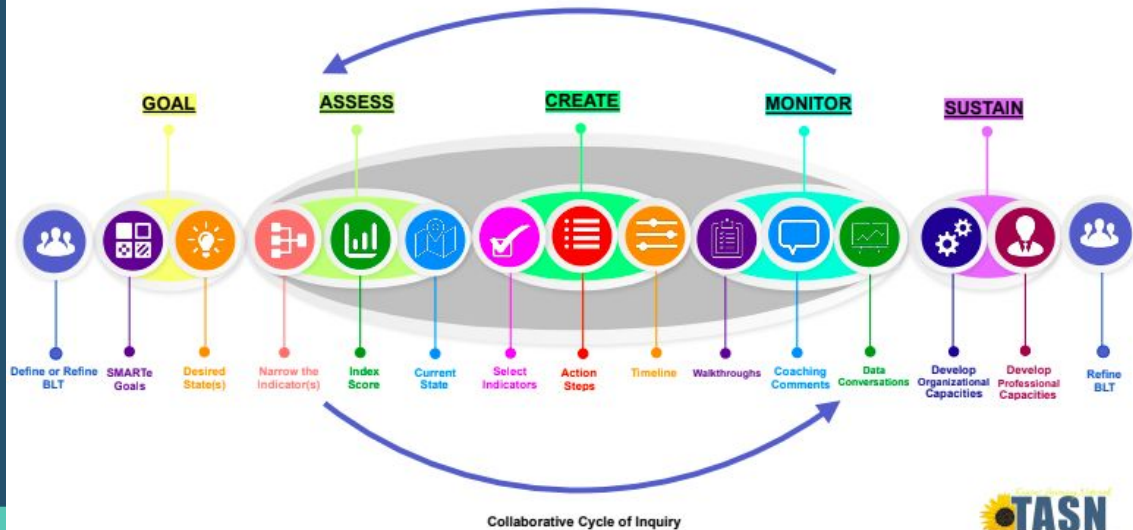
Complex Work

CSI Schools' Progression 2016-2017

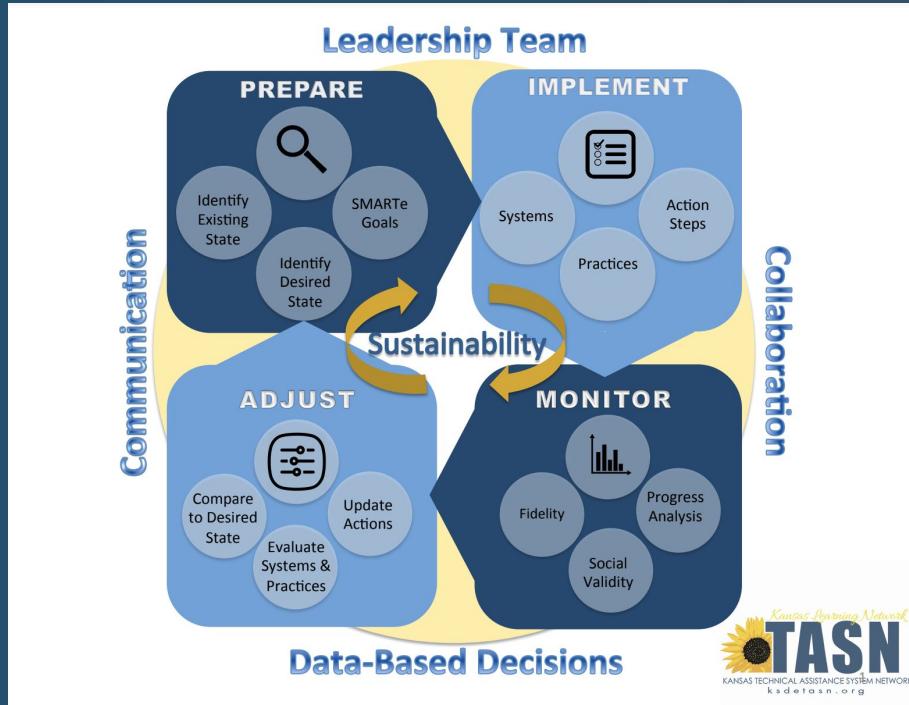


Complex Work

Year 2 Progression for Comprehensive Support & Improvement

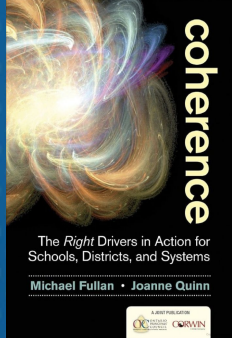


Complex Work



District Level Support

P. 50 & 73



“When the organization values the talent and expertise of its people, it creates leadership development strategies that grow internal capacity.”

“Collaborative work is a key driver in shifting behavior. It is the social glue that moves the organization...”

“Policies and practices succeeded when they were continuously informed by the knowledge, skills, and experiences of educators from all levels of the system (p.49). “

Case Study

- Name
- State
- Primary Role

- What connections are you making to your own work?

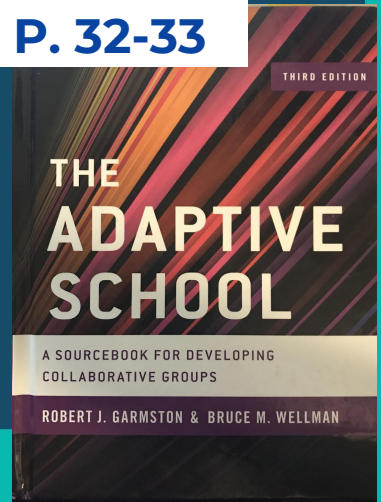
Please sit to signal you are done sharing



Developing Professional Capacities

- Collegial Interaction
- Cognitive Processes of Instruction
- Knowledge of the Structure of the Discipline
- Self Knowledge, Values, Standards, and Beliefs
- A Repertoire of Teaching Skills
- Knowing about Students and How They Learn

P. 32-33



- Vision, Values and Goal Focus
- Initiating and Managing Adaptations
- Interpreting and Using Data
- Developing and Maintaining Collaborative Cultures
- Gathering and Focusing Resources
- Systems Thinking

P. 30-32

THIRD EDITION

THE ADAPTIVE SCHOOL

A SOURCEBOOK FOR DEVELOPING
COLLABORATIVE GROUPS

ROBERT J. GARMSTON & BRUCE M. WELLMAN

Developing Organizational Capacities





Craftsmanship

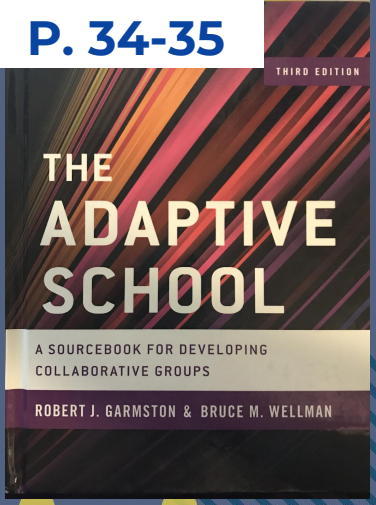
Interdependence

Consciousness

Efficacy

Flexibility

P. 34-35



Coaching Considerations

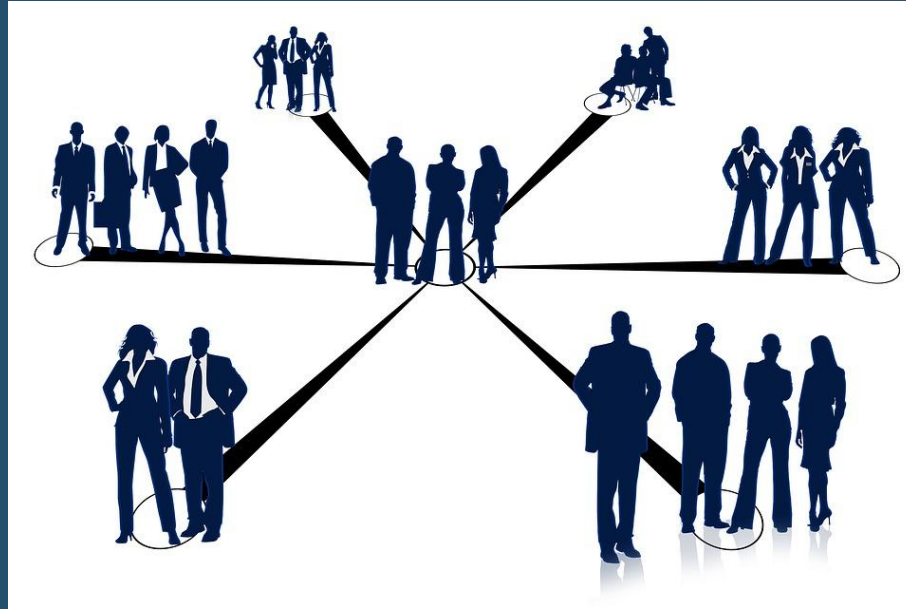
- Complicated or Complex?
- Individual or Organization?
- Process or Content?
- Control?



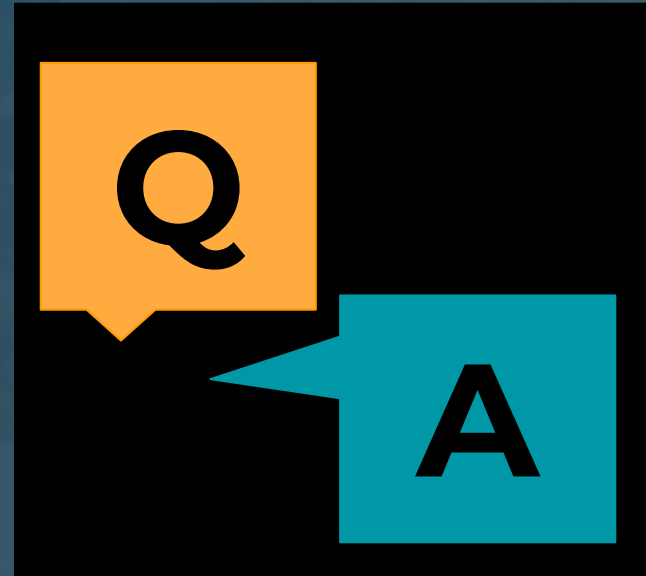
Collaborative Problem Solving Model



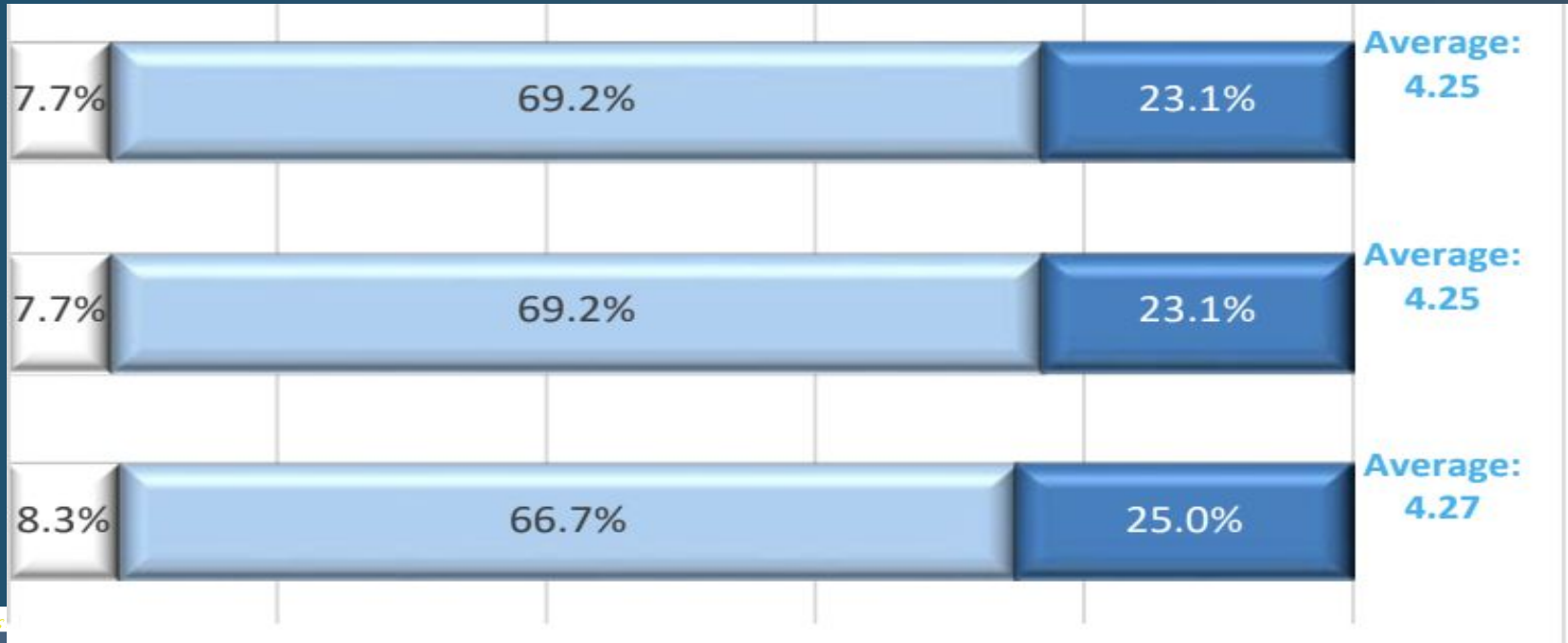
System Level Coaching Examples



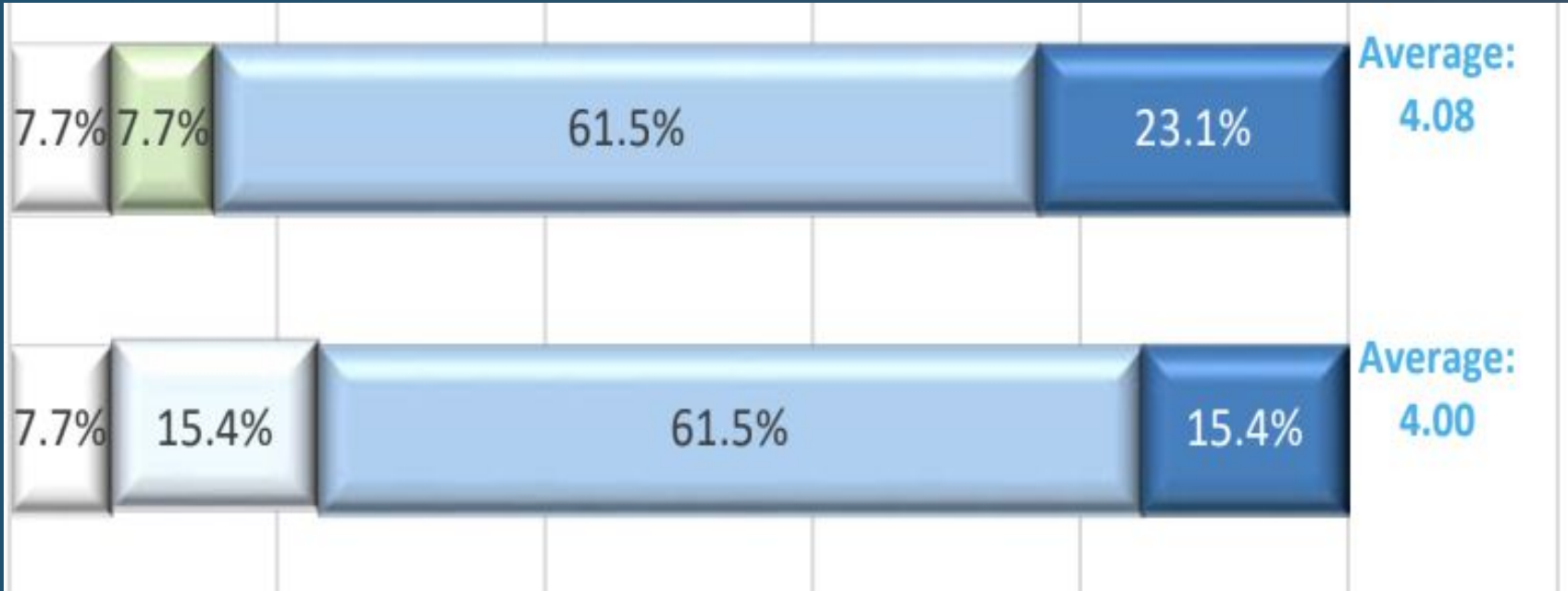
- What had to be in place with district leaders to get to the point of being able to coach at this level?
- My team is experiencing _____, where might I start supporting them?
- What are your biggest barriers to coaching at the district level?



Results



Results





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