Building An Alignment Blueprint

Creating Complementary Programs

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What Do We Know?

Speed Dating—after-school style

- Partner #1: What strategies do you have in place in your program to create a complementary program?
- Partner #2: What supports are in place to help in implementation?
- Partner #3: What challenges act as barriers to implementation?

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Keys to Alignment

Free-flowing Peppercorns

- Divide into groups of 5-6
- Each person will have 2 straws and several peppercorns
- As a group, using your non-dominant hands, connect all of the straws—before the last connect (add the peppercorns)
- Debrief

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Why PLCs?

- To work together, especially in a joint intellectual effort, to accomplish a goal; to synergize
- *"Synergize* is the habit of creative cooperation. It is teamwork, open-mindedness, and the adventure of finding new solutions to old problems." Stephen Covey

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Think Win-Win

- Paradigm of plenty—Knowledge Worker Age
- Unconditional Positive Regard
- Conflict, long-term relationships, interdependent situations
- Four approaches
  - Win-Lose
  - Lose-Win
  - Lose-Lose
  - Win-Win

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Win-Win

- Consideration
- Courage
- How will you get to win-win?
  - Mutual benefit
    - I (We) want---You want
    - Not compromise—Margaret Thatcher

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Seek First to Understand

- Listen with the intent to understand
- American tradition
  - Debate
  - Discussion
  - Dialogue
- 7% of words, 38% of tone, 55% of facial expression and body language

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Supportive Listening

- Importance of the Talking Stick
- Mirror—Not Mimic
  - Listening with your heart
  - Do not listen to advise, probe, interpret, judge, evaluate, set straight
- Belief that "Together we can create a better way!"

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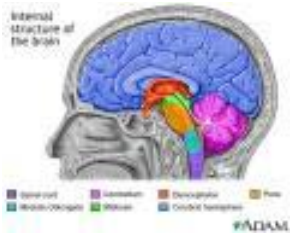
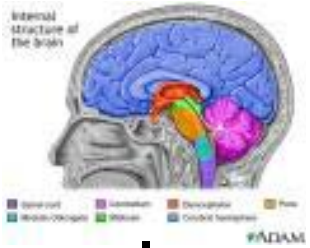
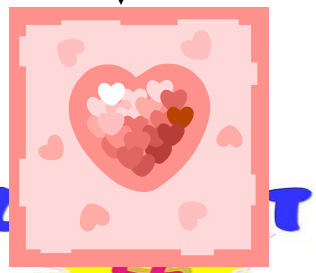
Cycle of Communication







Circumstances

Process of Alignment

- Communication—on the same page—scope and sequence, timing of support, follow-up and follow-through
- Use of data—how often collected, aggregation and disaggregation, analysis
- Importance of reinforcing the standards (standard-specific vs. standards-based)

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Academics—After-School Style

- Timing
  - Frontload-build background knowledge
  - Additional practice time
  - Remediation
- Learning Modalities and Multiple Intelligences
- Relational, Relevant, and Rigorous
- Paperless in a traditional way
- Supported by staff development

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Experiential Training

Increments of Meaning

- Self-select into groups of 5-6
- Select one of the following words and brainstorm as many synonyms as you can for the word—create a list
- big little old
- young ugly beautiful
- terrific lousy laugh
- cry loud quiet
- Order the words—least to most

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Debrief

- What content area?
- Which standard(s)?
- Confirm, Adjust, AHA!
- How will you use this information in your with students?
- What will you commit to do next week?

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Follow-up Support

Continuum of support

- Checking for understanding
- Shadow
- Training
- Role play and role model
- Modified coaching
- Side-by-side coaching
- Developmental coaching
- Gradual Release of Responsibility

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Q and A

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