



CALLI Academic Language September 21-22, 2016 Yosemite, California

Fall 2016 Objectives:

Each district team will have...

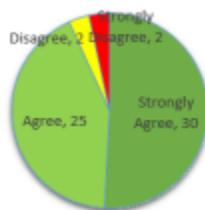
- 1) Developed a powerful vision in its problem space, based on a strong body of evidence, thought partnership from peers and experts, and a compelling why statement.
- 2) Articulated **three annual objectives** based on a strong body of evidence in the three complementary domains of work to achieve the vision (vision/why; process/system; content/classroom)
- 3) Developed a **strong and clear implementation and monitoring approach** for achieving those annual objectives and to understand progress along the way.

I. Program Objectives

A central component of the 2016-17 Cycle of Learning will be to build knowledge and capacity of district teams to develop a vision and to measure and monitor progress toward desired objectives. Our survey items investigate all of these elements.

My team has established (district wide) a shared, coherent, non-negotiable, compelling vision for instruction and assessment in our collaboration's shared challenge.

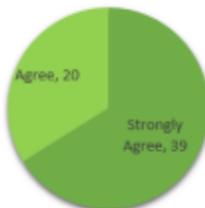
Strongly Agree	30	51%
Agree	25	42%
Disagree	2	3%
Strongly Disagree	2	3%
N/A	0	0%
Total	59	



Teams have made excellent progress toward identifying a compelling vision for Academic Language in their districts. The hard work that you have put in will pay off in the form of greater team alignment as you go about doing the hard work of implementing actions.

I believe our vision, process, and content objectives will drive progress towards our vision.

Strongly Agree	39	66%
Agree	20	34%
Disagree	0	0%
Strongly Disagree	0	0%
N/A	0	0%
Total	59	

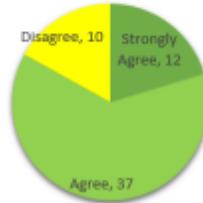


Similarly, teams have made great strides toward developing their Vision, Content, and Process Objectives for the 2016-17 Cycle of Learning.



My team has developed an implementation approach for achieving our annual vision, content, and process objectives.

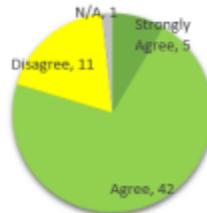
Strongly Agree	12	20%
Agree	37	63%
Disagree	10	0%
Strongly Disagree	0	0%
N/A	0	0%
Total	59	



We see comparatively greater variation of responses around the statement, “My team has developed an implementation approach for achieving our annual vision, content, and process objectives.” These results are not unexpected given the newness of some teams to the process and the necessity of gaining alignment around the plan throughout the district. Ed Partners will support teams to continue growing and changing their plans as necessary. For example, between now and the Winter Convening, Ed Partners will be offering Opt-Ins which are opportunities for districts to learn from each other and experts around a focal area from the work districts have outlined in their district plans.

My team has developed a monitoring approach for gathering evidence to advance our annual vision, content, and process objectives.

Strongly Agree	5	8%
Agree	42	71%
Disagree	11	19%
Strongly Disagree	0	0%
N/A	1	2%
Total	59	



The greatest levels of disagreement came when addressing the monitoring approach. We are still at the beginning stages of developing the monitoring approach, which will be a key element in understanding the progress that you will make and the effectiveness of your actions. Additional time and resources will be brought to bear in this area throughout the Cycle of Learning, such as the Opt-In experiences.

Quotes related to Program Objectives

"I think that our CALLI team is very much on the same page with our vision, the instructional shifts we would like to see happening, and the components for building teacher capacity. I would also say that while we have chosen our evidence, it remains to be seen if we have chosen wisely. My greatest concern at the moment is the clarity of the implementation process, but that is something that we will be addressing as a team in the upcoming months before our Winter Convening."

"We had excellent dialogue, negotiated meaning, endured frustration in gray, nebulous space but emerged with a strong vision, objectives and actions and are still working on monitoring piece. I finally feel like the team all owns the vision."

"My team is still developing an implementation approach. We will be meeting in a week to talk about it."

"We are well in our way in this work and very excited. We are working on strategies to promote understanding of this work to get buy in from stakeholders not involved in CALLI."

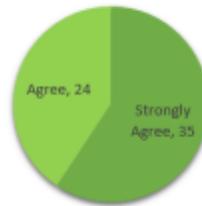


II. Building Team Capacity

In addition to the Cycle of Learning, Ed Partners is building the capacity of teams (and individuals) to work more effectively by instilling five Participatory Values. These Values enable teams to build consensus around decisions that incorporate the perspectives of all team members. This year, we are focusing specifically on two of our Participatory Values: Full Participation (everyone on the team sharing) and Mutual Understanding (everyone on the team listening to each other and building off each other’s ideas). Our Collaboration has a unique “team” approach, with professionals at varying levels of the system hierarchies working together to make and implement decisions. We specifically selected these two values because the work in Year 1 of CALLI is focused around the creation of a district plan the success of which requires all team members’ engagement and participation regardless of their role in the district. Through deliberate focus on these values, we hope to level the playing field in our Collaboration to ensure all voices are heard, recognized, and given serious consideration. By focusing on these areas, we hope to track growth in our measures over the year.

All members of my Leadership Team share their perspectives when working together.

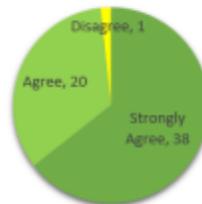
Strongly Agree	35	59%
Agree	24	41%
Disagree	0	0%
Strongly Disagree	0	0%
N/A	0	0%
	59	



Hearing all of the voices on district teams in the collaborations is the first and most fundamental step in the process of developing Participatory Values. If the perspectives of teachers, coaches, site administrators, and district administrators are not all voiced, then the solutions that are reached will be partial and less effective. The survey results for the item, “All members of my Leadership Team share their perspectives when working together,” indicate that the teams are off to a good start in this regard. There is, however, room for growth as we would like to see 100% of respondents strongly agreeing with the above statement.

All team members’ ideas are considered when making a decision.

Strongly Agree	38	64%
Agree	20	34%
Disagree	1	2%
Strongly Disagree	0	0%
N/A	0	0%
	59	



Building upon “hearing all of the voices”, the survey item, “All team members’ ideas are considered when making a decision,” investigates whether those voices are being listened to and incorporated in the work of the team. Once again, we see high rates of agreement with this statement as well as ample room for growth. Ed Partners will foster this growth with support and facilitation processes that encourage Full Participation and Mutual Understanding.



Quotes related to Participatory Values

"I feel safe to express my ideas and I feel that everyone is so open to actively listen."

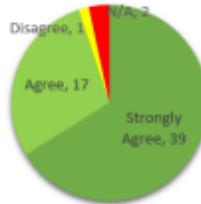
"The activities to make all team members feel included and accountable were great."

"We may not always agree but we value and display our norms and make it a priority to hear each other and given honest feedback and argumentation."

III. Additional Elements

The work that we do at CALLI meetings is highly relevant to my role in my district.

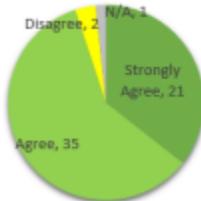
Strongly Agree	39	66%
Agree	17	29%
Disagree	1	2%
Strongly Disagree	0	0%
N/A	2	3%
	59	



Ed Partners strives to make the work extremely relevant to the professional lives of the individuals involved in the collaborations. If the work does not resonate and fill an immediate need, then it is far more likely to be neglected and forgotten. The strong responses to the survey item, "The work that we do at CALLI meetings is highly relevant to my role in my district," indicates that we are heading in the right direction in this regard.

My work with people from other teams in the community of practice helps me improve my team's work.

Strongly Agree	21	36%
Agree	35	59%
Disagree	2	3%
Strongly Disagree	0	0%
N/A	1	2%
	59	



A central tenant in our work is that district teams learn and change for the better with the support of their colleagues from other district teams. Early in the Cycle of Learning while teams are focused on refining a vision and developing an implementation plan, opportunities for engagement with other district teams exist but are more limited. As we move into the implementation and monitoring process, teams will have more opportunities to share their own lessons learned and learn from the successes and challenges of their peers. We appreciate that the majority of you agree that working with other teams improves your work and we expect that this will increase as you work together more.



Quotes from “I appreciated this meeting because...”

“...it forced us to stay focused on the task at hand. I also appreciated the amount of thoughtfulness given to the physical and mental challenges of the meeting. You had us move at critical moments and you were quite masterful at the ebb and flow of team work versus team scatter and share.”

“...the RIGOR and FOCUS are fabulous!”

“...this meeting has facilitated our productive struggle as we worked to clarify our vision, and set actionable, measurable goals to create a success plan for our students. I SO appreciate the time we have as a team to spend together, as well as with our partner districts. We are creating a community of learners and change agents. I also appreciate the thought partners who have a shared interest in not only our success, but also in our students!”

Themes from “I would be more successful in the next meeting if...”

Less travel...

“...it wasn't so far away...14 hours drive is not very efficient use of time. Glad we can fly to LA.”

Blank pages in the CALLI booklet...

“There were some blank pages in my CALLI notebook to keep my thoughts organized.”

More team time...

“I had more time at the meeting to work with my team on our plan and vision.”