

# TPS CT3 LAUNCH

## CT3 Newsletter

### REAL TIME LEADERSHIP COACHING LAUNCH

#### RTLIC ACROSS 14 SCHOOLS

- Appraisals provided for new RTLIC principals: Celia Clinton, Central, and Hawthorne
- Goals & action steps were set at each school, aligned to student engagement & leader behavior opportunities, & with ILD feedback.
- ILDs shadowed at 5 schools throughout launch!
- Common RTLIC launch activities included:
  - Baseline observations with AIC feedback
  - Selection of Focus Teachers to support throughout the year
  - Development of professional learning aligned to 4-Step Model & school climate & culture
  - Development of Differentiated Coaching Plans to alignment leadership team
  - BOY RTLIC Leader Survey analysis and reflection



*After starting her AIC practice on day 1 of RTLIC, **Principal Garza** planned and executed her "why" for her staff so they were crystal-clear on the value and impact of coaching at **Celia Clinton**. "When you're doing something amazing or when I have an idea to make something even stronger for your kids, I will always tell you."*

#### WHAT TEACHERS ARE SAYING

- "Mr. Griffin always gives constructive feedback to help with my teaching and it makes me want to be a better teacher."
- "Our Skelly admin and staff are working towards common goals. We've made some changes that seem to be making a big difference in the whole school climate. I am glad to be part of the team."
- "I feel very lucky to have Mrs. Fox as my principal. She shows compassion and care to all of our students, and she is not afraid to hold students accountable for their choices. Her strong leadership is a huge asset for TPS."

## School-based Real Time Teacher Coaching® Launch

# HAWTHORNE

### MS. MEEKS & AP JENNIFER THOMAS

Ms Meeks was coached by the AP at Hawthorne, Jennifer Thomas. AP Thomas coached Ms. Meeks during Walk to Read. Through pre-conference planning and intentional cueing, Ms. Meeks was able to establish and sustain 100% engagement and provide full-class incentives to maintain momentum throughout intervention.



### WHAT ASST. PRINCIPALS ARE SAYING ABOUT RTTC:

*“RTTC gave me a structure for how to approach coaching with my teachers. It allows me to get into classrooms and remind teachers of coaching targets we agreed upon. I especially like the predictability of it, since teachers know what you are looking for and have a chance to practice.”*

# WHITMAN

### MS. ADEWALE & AP ANNE GALLAGHER

Ms. Adewale was coached by the AP at Whitman, Anne Gallagher. Across her RTTC cycle, AP Gallagher noted that Ms. Adewale improved the effectiveness of her precise directions by including a cue for students to start and followed by narrating three students who met her expectation. As a result, she moved from 80% to 100% engagement in her RTTC session.

# Instructional Mentors RTTC Launch

## CELIA CLINTON

### MR. QUILLMAN & IM BAILIE RUBIO



Mr. Quillman is a new 3rd grade teacher at Celia Clinton. Last week, Mr. Quillman grew his on-task engagement from 80% to 86% after just one RTTC cycle. What's more, his coach, Bailie Rubio, has seen his presence for his kids grow substantially over the last week.

As Mr. Quillman delivers consistent precise directions that define movement, voice, and mental participation, he's seeing 95% and above on-task engagement from his students.

*From New IM: "RTTC has strengthened my lens for being able to give teachers very focused and purposeful modeling and feedback."*

### HALE MIDDLE

#### MR. FLORES & IM PATRICE HENRY

Mr. Flores is receiving RTTC from Patrice Henry. Mr. Flores learned how to make his U.S. History instruction more culturally relevant for his students. "I'm most proud of Jayden finally answering a question in class. I used his answer in all of my other classes. He's totally bought in now!" Mr. Flores grew on-task engagement from 71% to 80%, while increasing expectations and rigor in just 48 hours. "We went from 10% of students finished by the end of class to 90%!"

Mr. Flores further shared, "This coaching session was absolutely helpful and made me more confident in the classroom."

### WEBSTER MIDDLE

#### MR. SHANAHAN & IM JENNIE LOWTHER

Mr. Shanahan is a brand new history teacher at Webster. During launch week, he learned from coach Jennie Lowther how to deliver an attention getter, plan a precise direction, and deliver aligned narrations to build momentum.

As a result, he increased his on-task engagement from 37% to 60% in just one RTTC cycle! Now that he knows how to provide more clarity around his content, his next target is to bring relevance, interest, and student voice into his content through planning precise directions for turn and talks that connect the history to students' current lives.

### DISNEY ELEMENTARY

#### MS. BRITT & IM VIRGINIA SOUKUP

Ms. Britt is a new 4th grade teacher at Disney Elementary School. During launch week, Ms. Britt and her coach, Virginia Soukup, engaged in RTTC cycles to make a concerted effort to build a relationship with a student she was having difficulty with.

Virginia coached her to lean in and connect daily with the student, saying, "I'm glad you are here. What do you need from me to be successful?"

Ms. Britt reported that she connected with the student daily and as a result, he turned in his very first math assignment ever (after 4 weeks of school!)