



MILWAUKEE
PUBLIC SCHOOLS

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Transformation Network: Educator Effectiveness Cycles of Feedback

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Our Strategy for Improvement

Goal #1: Academic Achievement

-  **Close the Achievement Gap**
-  **Educate the Whole Child**
-  **Rethink High Schools**
-  **Redefine the MPS Experience**

Goal #2: Student, Family & Community Engagement

-  **Re-envision partnerships**
-  **Strengthen Communications Systems & Outreach Strategies**

Goal #3: Effective & Efficient Operations

-  **Develop the Workforce**
-  **Improve Organizational Processes**

Agenda

- Menu of Services – Signature Schools
- Network Levers of Support
- Educator Effectiveness: Cycles of Feedback
- Transformation Network: Cycles of Feedback
- School Spotlight: Lincoln Center of the Arts
- School Spotlight: The Alliance School of Milwaukee
- Next Steps

Menu of Services – Signature Schools



Continuous Improvement

- Teacher Observation Tracker to strengthen coaching
- PD catalog aligned to standards
- Quarterly State of the School Data Review



Educator Effectiveness

- All instructional staff participate in coaching
- Best Practices Field guide



Culture of Learning

- Classroom Set-up Expectations
- Frameworks for Learning
- School Quality Reviews
- Equity Data Walk



Professional Development

- Frequent visits/Hotline response to needs
- Differentiated targeted PD designed for adult learners



Leading Teams

- Signature Leadership Academy
- Action Plans and goal setting frameworks



Managing Partnerships

- Collective Impact models and resources shared
- Resources gathered to counter inequitable patterns

Educator Effectiveness: Cycles of Feedback

- System of Support Focused on Growth
 - Collaborative
 - Continual Feedback
 - Data Centered
 - Reflective



Transformation Network: Cycles of Feedback

- Support the Growth of School Leadership

Instructional Leadership Directors (ILDs)

- Principals
- Assistant Principals

Student Performance Coordinators (SPCs)

- Leadership Teams
- Learning Teams
- Department Teams
- Grade Level Teams,
- *Building Intervention Teams*

Innovation Coaches (ICs)

- School Support Teachers
- Department Chairs
- Classroom Teachers

School Spotlight: Lincoln Center of the Arts

- Ramon Evans,
Principal
- Cycles of Feedback
 - Leadership
Development
 - Interrater Reliability



School Spotlight: The Alliance School of Milwaukee

- Allan Laird, Teacher in Charge
- Cycles of Feedback
 - Establishing a Culture of Feedback
 - Ensuring Consistent Classroom Practices



Next Steps: Cycles of Feedback

- Provide support to school leaders to:
 - Establish consistent feedback cycles at all sites
 - Ensure accurate and timely feedback to support teacher growth
 - Coach on high leverage classroom practices to create interrater reliability
 - Expand the number of school staff leading cycles of feedback



Title of Presentation

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MPS Senior Team

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