

# Learning Forward Academy:

## Developing a Community of Collaboration That Supports Student Achievement

This Academy consists of multiple levels of supports to teams participating:

- A **two day institute** that offers foundational team learning around teaming and the school improvement process.
- **Follow support** that is identified by the team and includes:
  - Coaching
  - Webinars
  - Leadership Team Facilitation
  - Conflict Mediation
  - Online Class
  - Unique support to be developed specifically for the school team or the district

### Institute Overview:

	<b>Topics</b>	<b>Strategies</b>
<b>Day 1</b>	Group development	Four Corners
	Making meaningful change	Simon Sinek Video on innovative approaches to making meaningful change
	Establishing a shared mental model of collaboration	Karen Seashore Louis and Kyla Wahlstrom article jigsaw
	Team Capabilities Model	Team assessment using the model
	Defining team and team identity	Team placemats and dialogue to define their identity

	<p>Group development and integration of content</p> <p>The Seven Norms</p> <p>Dialogue and discussion</p> <p>Working agreements</p> <p>Data Conversation Cycle</p> <p>Closure</p>	<p>Give one; get one</p> <p>Paired Reading, Say Something</p> <p>Role play Paired reading</p> <p>Dialogue to develop working agreements for their team</p> <p>Present model and team dialogue Learning Forward Video to observe for evidence of the data conversation cycle</p> <p>3-2-1</p>
<b>Day 2</b>	<p>Reconnect and review</p> <p>Bernhardt Model of data: Multiple Measures</p> <p>Assessing School Culture</p> <p>Basic School Improvement Model and connection to UIP</p> <p>Managing Change</p> <p>Managing Conflict</p> <p>Conducting Effective Meetings</p>	<p>Stir the Classroom</p> <p>Presentation, examples, and dialogue</p> <p>School Culture Survey</p> <p>10-2</p> <p>Ambrose Model First and Second Order Change</p> <p>Phases of Community Ball Game Strategies for Managing Conflict Diagnostic Tool for examining phases of community for your team</p> <p>Definition of effective meetings Three purposes of facilitation</p>

	Team planning	Developing agendas
	Closure	Planning conversations for future work
		Headlines

Costs:

- Institute (\$5,000 for on-site and \$650 per team of 5 for a class of 40)  
Four districts will be offered a \$1,000 reduction due to funding from a Learning Forward Grant.
- Webinars: On site-\$500 per one hour customized, follow-up webinar; Open enrollment-\$35 per person (minimum group size is 15)
- Coaching and facilitating meetings: Individual, group, face-to-face, or phone- \$100 per hour
- Facilitated network meeting and conflict mediation: On site-\$750; Open enrollment-\$50 per person (minimum group size of 15)
- All payments are made to Learning Forward Colorado. Learning Forward Colorado pays consultants doing the above mentioned work.

Assurances:

- Learning Forward Colorado assures quality professional development with a defined, research-based and results-oriented curriculum. Presenters will co-present for groups of 40 and more.
- Learning Forward Colorado will offer the Academy a minimum of two times per year. The Academy can be offered to a system, organization, or district on site or team of 5 people can attend an Academy offered through an open enrollment process.
- Credit with Adams State: One hour of college credit to be coordinated with Liz Martinez. Fourteen hours of contact time and one hour of homework for a total of 15 hours. A Certificate of Completion will be issued to participants along with the one hour of college credit.

Institute and Academy Assessment:

- Monitoring group effectiveness rubric to be given several times throughout the district’s or team’s work with the Academy.

- Data will be compiled and analyzed for impact of the Academy on the work of teams focused on school improvement. Data will be reported to Learning Forward and will also be shared with schools and districts.