

HOW TO IMPLEMENT TRANSFORMATIVE FACULTY GROWTH AND EVALUATION THAT TEACHERS LOVE

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SYLLABUS

This virtual workshop is designed specifically for academic administrators charged with the support and growth of faculty, including Heads, division heads, academic deans, deans of faculty, and department chairs. In these times of disruption and change, it is more important than ever to foster a stable environment that supports teachers. This ensures they can respond to the challenges at hand and can continue delivering your school's mission with excellence.

In this workshop you'll engage in meaningful conversations about transforming your culture through a mission-driven and comprehensive approach to hiring and induction, assessing and enhancing faculty and school culture, faculty growth and evaluation, corrective action, selective retention, and coaching and mentoring.

The workshop will take place over two days, with three 75-minute sessions per day:

11:15 – 12:30 ET / 8:15 – 9:30 PT

1:30 – 2:45 ET / 10:30 – 11:45 PT

3:15 – 4:30 ET / 12:15 – 1:30 PT

Please block these times off in your schedule (paying attention to time zone) and join the virtual classroom via your computer. We ask that everyone participate with their camera turned on so that we can see one another and interact with more naturally. In between live sessions, there will sometimes be short assignments (e.g., videos, readings, reflections) to complete in preparation for the next session.

DAY 1 – TUESDAY, NOVEMBER 17, 2020

LIVE SESSION: 11:15 AM ET/8:15 AM PT (APPROX. 75 MINS)

Session 1 – Faculty Culture and the Student Experience

- Topic #1: Introductions and what to expect: Norms and tools to support your virtual workshop experience
 - Topic #2: The relationships between leadership, faculty culture, and the student experience
 - Topic #3: Tools to assess faculty culture
 - Topic # 4: Mission-based hiring and induction
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LIVE SESSION: 1:30 PM ET/10:30 AM PT (APPROX. 75 MINS)

Session 2 - Evaluation

- Topic #1: An overview of ISM's growth and evaluation framework
 - Topic #2: The purpose of faculty evaluation
 - Topic #3: Essential Expectations, corrective action, and the annual review
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LIVE SESSION: 3:15 PM ET/12:15 PM PT (APPROX. 75 MINS)

Session 3 - Growth

- Topic #1: Developing growth goals
 - Topic #2: The written growth goal plan and accountability
 - Topic #3: Assessing the quality of growth goals using a rubric
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OFFICE HOURS: 4:30 PM – 5:30 PM ET/1:30 PM – 2:30 PM PT

(Voluntary and open to all who want to attend for additional questions.)

DAY 2 – WEDNESDAY, NOVEMBER 18, 2020

LIVE SESSION: 11:15 AM ET/8:15 AM PT (APPROX. 75 MINS)

Session 4 – The Growth Plan Coach and Coaching and Mentoring

- Topic #1: The role of a growth plan coach
 - Topic #2: Characteristics of effective growth coaches
 - Topic #3: The difference between growth coaches and instructional coaches
 - Topic #4: Selecting and training coaches
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LIVE SESSION: 1:30 PM ET/10:30 AM PT (APPROX. 75 MINS)

Session 5 – Implementing Your Growth and Evaluation Process

- Topic #1: Ensuring Readiness
 - Topic #2: The Roll-out and process for involving faculty
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LIVE SESSION: 3:15 PM ET/12:15 PM PT (APPROX. 75 MINS)

Session 6 – The Action Plan

- Topic #1: Using your action plan
 - Topic #2: What timing is right for your school?
 - Topic #3: Potpourri and Q&A
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OFFICE HOURS: 4:30 PM – 5:30 PM ET/1:30 PM – 2:30 PM PT

(Voluntary and open to all who want to attend for additional questions.)