**Draft of 2013-14 NY Instructional Leaders Scope and Sequence**

The following Scope and Sequence shows the arc of workshops for Principals, Academic Deans/Special Services Coordinators, and instructional staff. Workshop dates and content have been strategically aligned so that school leaders are trained on critical content prior to their teachers. All cohort workshops are focused on four organizational priorities:

* **Leadership Development:** Increase effectiveness in the instructional power skills to facilitate teacher learning and development
* **K-12 Instruction:** Build content knowledge and a strong vision for excellence
* **Teacher Career Pathway:** Build on best practices in managing the pathway at our schools to maximize impact on teacher development and adult culture
* **Diversity & Inclusiveness:** Develop skills in managing across difference and in affirming our own identities and those of other teammates and our students

The two tables below offer more details on the power skills and content PD priorities for 2013-14:

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| **Content Area:** | **PD Priorities:** | **Owners:** |
| ES Humanities (ELA & History) | *Text Dependent Questions*  *Close Reading:*  *Common Vision for Writing* | Colleen Manning, Erika Dunham, Ali Brown, Kate Carroll |
| ES Math | *Introduction*  *Visual Anchor*  *Math Meeting Agendas (K-2) and Internalizing Shared Plans* | Stephanie Lyon |
| MS and HS Humanities (ELA & History) | *Text Dependent Questions*  *Close Reading*  *Common Vision for Writing (Middle School PBA)* | Lauren Bassi, Tara Dragoon, Rebecca Warchut, Ali Brown |
| MS Math | *The Opening and INM to a lesson*  *Problems of the Day and Tasks*  *Unpacking the Open Ended problem Rubric* | Will Roble |
| HS Math | *Teachers Using Questioning and Students Justifying Orally and in Writing* | Anne Pearson |
| MS and HS Science | *Planning with the 5 E Framework*  *Argument-Driven Inquiry Protocol Implementation* | Mike Diaz |

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| **Power Skill:** | **Rationale for Power Skill:** | **Owners:** | **What is Our Approach to PD on this Skill?** |
| Observation and Feedback | We can push instruction very fast and truly know the quality of instruction in our building by frequently observing and giving high-quality feedback that includes lots of practice. | Chi Tschang | PD for leaders will happen as part of AD and Coordinator Workshops. |
| Facilitating Strong Data Achievement Meetings | The coach-teacher conversation about student data is one of the most critical for driving achievement and for building data-driven planning skills in our teachers. | Cristina Thompson | PD for leaders will happen as part of AD and Coordinator Workshops. |
| Effective PD: Practice-Based PD | Schools have over 100 hours of potential teacher development time between Friday PD and weekly meetings. If we maximized this time with practice-focused PD and strong content protocols, we could dramatically accelerate the rate of teacher development and student achievement. | Chi Tschang and Lauren Bassi | PD for leaders will happen as part of AD and Coordinator Workshops. |
| Effective PD: Repeatedly-Do Content Protocols |  | LASW: Jeff Sudmyer and Rebecca Warchut  Unit Unpacking: Ali Brown and Gina Ribiero | PD for leaders on these protocols will happen initially in June and September and ongoing as part of their participation in Days of Practice. |
| Crucial Conversations  (Principals only) | The leadership challenge facing a principal is immense. The stakes are high, and the stakeholders are many. If we can become more effective in having crucial conversations, we will become more effective at building schools that reflect our values and vision for excellence. | Sara Keenan | PD for principals will initially occur in January. Continual skill building will occur through the use of fishbowls and role playing challenging conversations. |

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| **Audience** | **All SLs** | **Instructional Staff** | **Principals** | **ADs/SSCs** | **Instructional Staff** | **Principals** | **ADs/ SSCs** | **Instructional Staff** | **Instructional Staff** | **Principals** | **All SLs** | **Principals** | **Instructional Staff** | **ADs/ SSCs** | **Principals** | **ADs** |
|  | **June 25/26**  SL Summer Training | **August 5-14**  BOY Training | **September 12**  (Stamford) | **September 17** (Stamford) | **September 30**  NY Day of Practice 1 | **October 24**  (Stamford) | **November 6**  (School Visit) | **November 15**  NY Day of Practice 2 | **January 3**  AF Wide PD Day | **January 31**  Summit – Day #1 | **February 1**  Summit – Day #2 | **February 27**  (Stamford) | **April 4**  NY Day of Practice 3 | **April 9**  (Stamford) | **May 15 and 16**  Retreat | **May 20**  (Stamford) |
| **Power Skill** | Practice Based PD |  | Practice Based PD | Practice Based PD |  | Practice Based PD | Practice Based PD |  |  | Practice Based PD |  | Practice Based PD |  | Practice Based PD |  | Practice Based PD |
| **Power Skill** |  |  | Observation, Feedback and Practice (Culture-Focused– Miri) | Observation, Feedback and Practice |  | Observation, Feedback and Practice (Culture Focused– Miri) |  |  |  |  | Observation, Feedback and Practice | Observation, Feedback and Practice |  | Observation, Feedback and Practice |  | LASW Facilitation |
| **Power Skill** | Data Meetings |  | Data Meetings | Data Meetings |  |  | Data Meetings |  |  | Data Meetings |  |  |  |  |  | TBD |
| **Power Skill** |  | Unit Unpacking |  | LASW | Unit Unpacking  LASW |  |  | Unit Unpacking  LASW |  | Crucial Conversations |  | Crucial Conversations | Unit Unpacking  LASW | Unit Unpacking  LASW |  |  |
| **K-12 Instruction** | Instructional Resources, VOE, & PD Priorities | Instructional Resources, VOE, & PD Priorities |  | PD Priorities | PD Priorities |  | PD Priorities  School Observation | PD Priorities | PD Priorities |  | PD Priorities |  | PD Priorities | PD Priorities |  | PD Priorities (for 2014-15) |
| **Org Priorities** | Teacher Career Pathway |  | D&I: Managing Across Difference |  |  | TCP: SAM review and policy changes | TCP: SAM Review & Conversation (teacher coach attend) |  | TCP: Stage Convos & Adult Culture (Principals only) |  | D&I  Teacher Career Pathway: Observation Calibration |  | Teacher Career Pathway: Calibration |  | D&I  Teacher Career Pathway: Policy Updates |  |
| **Other** |  |  |  |  |  | Talent Session: Retention and Recruitment |  |  |  |  |  |  |  |  |  |  |