

MSP Example

El Paso Math and Science Partnership

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Using Tools to Scaffold the Work of Teacher Leaders



Challenges of Teacher Leaders

- **Political**
 - Competing district and campus priorities
 - Issues of turf—who holds instructional coaches accountable? Who do they report to? Who evaluates them?
 - Lack of authority to require changes in schools and classrooms
 - Limited access to principals
- **Social**
 - Immersion into different school and district cultures
 - Establishing effective working relationships
 - Access to teachers and classrooms—classrooms are teachers' private domains
- **Instructional**
 - Teachers' Pedagogical Content knowledge
 - Teachers' beliefs about what all students can learn
 - Time for professional development, reflection, and follow-up



Lessons Learned About Teacher Leaders

- There must be a clear understanding of the role of teacher leaders, the process for implementing that role, and of expected outcomes of leaders' work.
- Teacher leaders must learn how to interact with colleagues in ways that facilitate learning.
- Teacher leaders' work must be linked to specific curricula and embedded in the real-world running of classrooms.
- Teachers leaders must have tools and structures that support work at the school and district level.
- Teacher leaders must have support from principals and assistant principals who utilize coaches in prescribed ways.



Professional Teaching Model, PTM

The PTM is a lesson planning process that includes steps and procedures to assist teachers improve the quality of teaching and learning in the classroom.



PTM Graphic

➤ **Study**

State standards, classroom student achievement data, and district benchmarks

➤ **Identify**

Goals of lessons and level of cognitive demand

➤ **Select**

Instructional strategies, materials, resources, and technology

➤ **Assess**

Student prior knowledge, preconceptions, and misconceptions



PTM Graphic

➤ **Design**

Student assessments, lesson plan and delivery

➤ **Implement**

The lesson and gather evidence of student learning

➤ **Analyze**

Student engagement and understanding, timing and pace, student work and assessment results

Learning from the Field

- Find the task/questions that matches your table topic in Tab #4
 - Preparing STEM Faculty (Pink)
 - Teacher Leadership (Green)
- Individually, read the five insights and the text that follows and consider the implications for your work in the grade range of your table (10 minutes)
- Select and discuss as a team: The implications of two of the most salient insights using the questions on the sheets that follow (15 minutes)

- Share with others at your table, the insights that were most salient for your team and why (15 minutes)

Preparing PD Providers

- Maintain quality
- Aim for quantity
- Think scale