




AdministrativeSupport
forPBS




Daniel Rector
Assistant Principal


WEST MIDDLE

Staff: 50+ teachers, 75+ overall
Students: 576 Grades: 6-8

Demographics:
- 55% male, 45% female
- American Indian 1%, Asian 3%, Black 24%,
Hispanic 6%, White 62%
- F/RL: 41%, ELL 2 %, 504 4%, IEP 14%, Gifted 15%



West Middle School
Live...Learn...Become.



IMPLEMENTATION
DATA

WEST MIDDLE

2013-2014
Self-Assessment Survey: 57% Implementation

2014-2015
Schoolwide Evaluation Tool Results: 96%
Self-Assessment Survey: 76% Implementation

Administrative Support

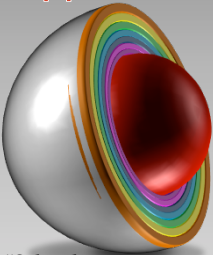


The principal's leadership is the most important factor in determining a school's climate and the students' success (T. H. Allen, 1981)

Differences in executive leaders can account for as much as 45% [of an] organizations' performance (Day & Lord, 1986)

The role of administrative support [is] a predominant factor in improvement of student learning (Togneri & Anderson, 2003)

Administrative Support

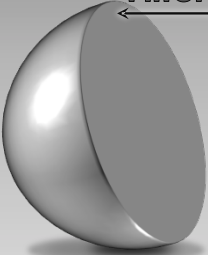


The total ... effects of leadership on student learning account for about a quarter of the total school effects" (Leithwood, Seashore Louis, Anderson, & Wahistrom, 2004, p. 5)

"Sustainable improvement depends on successful leadership" (Hargreaves & Fink, 2006, p. 1)

"School improvement will depend on principals who can foster the conditions necessary for sustained educational reform in a complex, rapidly changing society" (Fullan, 2002, p. 16)

Filter & Focus

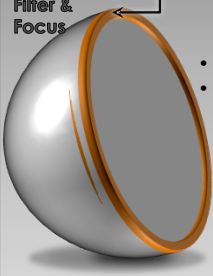


- Maintain Standards
- Make a Public Statement of Support

Filter & Focus

Development of a Leadership Team

- Establish a Leadership Team
- Support the Team Members

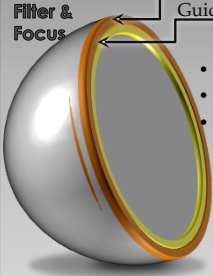


Filter & Focus

Development of a Leadership Team

Guide the Decision-Making Processes

- Sandbox Parameters
- Dialogue vs. Discussion
- Team Protocol for Decision Making



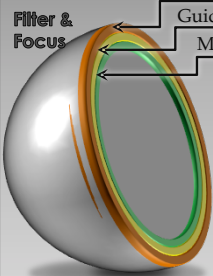
Filter & Focus

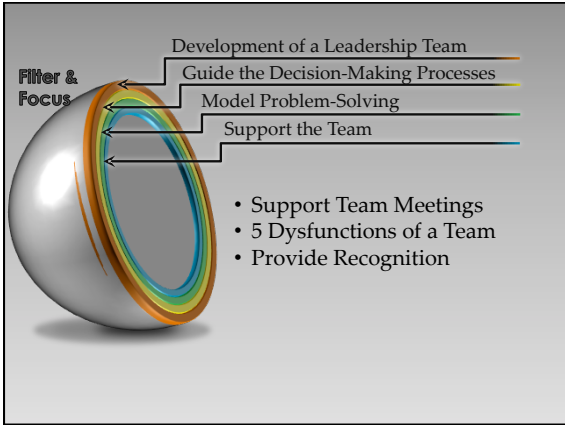
Development of a Leadership Team

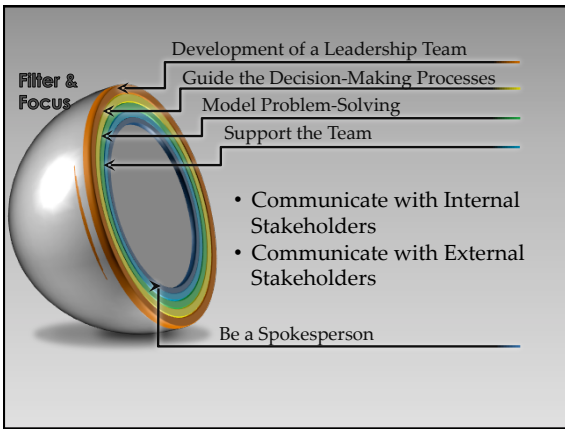
Guide the Decision-Making Processes

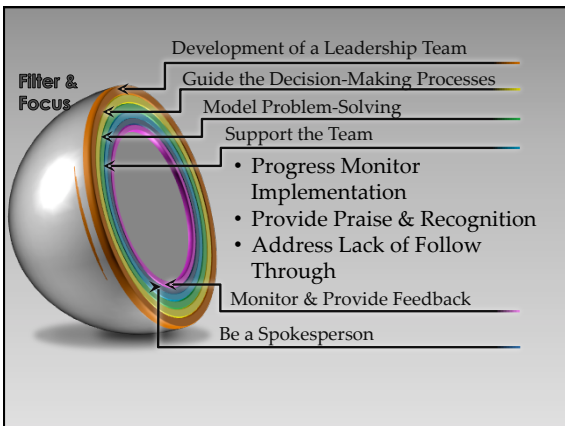
Model Problem-Solving

- Getting to a solution

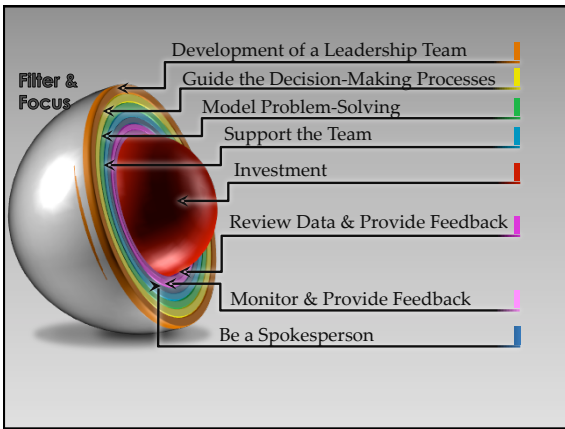


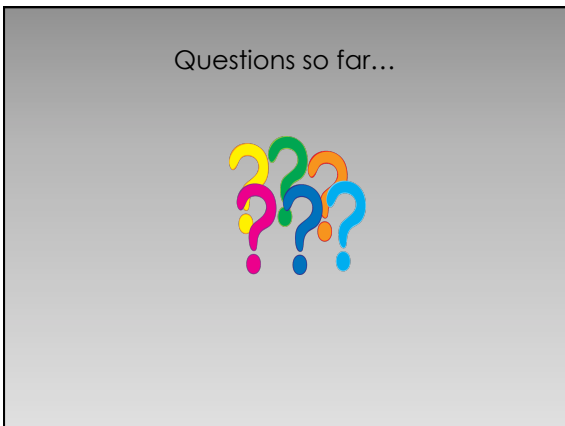






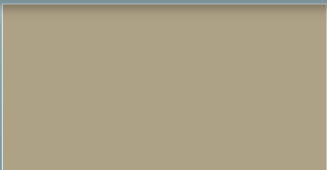







Theory Application

SUMMER PLANNING



Summer Planning
Theory Application



- 1. May Planning Meeting**
Off-site Celebration Meeting
Set Summer Meeting Dates
- 2. June Meeting**
Review of data
Taskforce groups created
- 3. Task Force Meetings**
Matrix & Lessons
Encouragement Systems
Discouragement Systems
- 4. Early July Meeting**
Presentation of recommendations
Team provided feedback
Staff feedback solicited
- 5. Late July Meeting**
Presentation updates
Need for further staff input?
- 6. August Retreat**
Final wrap-up
Planning for staff PD

Questions/Final Thoughts

