

# **Building Culture and Cohesiveness in 7th - 12th**

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# Culture



- **“Effective district leadership fosters continuous improvement and purposeful peer interaction in the pursuit of clear priorities within specific parameters.”**
  - p. 241 - DuFour, R., DuFour, R., Mattos, M., Eaker, R., & Many, T. W. (2016). *Learning by doing: A handbook for professional learning communities at work* (3rd ed.).

# Loose and Tight



- **Non-negotiables**
  - Being a PLC
  - Essential Standards
  - CFAs
- **Flexible**
  - How you teach it



# The Journey



- **State the reality**
- **Meet them  
where they are**

# How about you?



- **Where are your teams?**
- **What are those things you recognize as loose and tight within your school?**



# Clarity



- Need a destination and a path
- Strategy Implementation Guide (SIG)



- “...describes the specific behaviors we associate with successful PLCs.”
  - Many, T. W., Maffoni, M. J., & Sparks, S. K. (2018). Amplify your impact: Coaching collaborative teams in PLCs at work. Solution Tree. Kindle Edition.
- Sample SIG

# Clarity (cont.)



- Need a destination and a path
- Pathways
  - Pathways for Coaching Collaborative Teams in a PLC: The Five Prerequisites of a PLC
  - Pathways for Prerequisite One



# SIG and Pathways



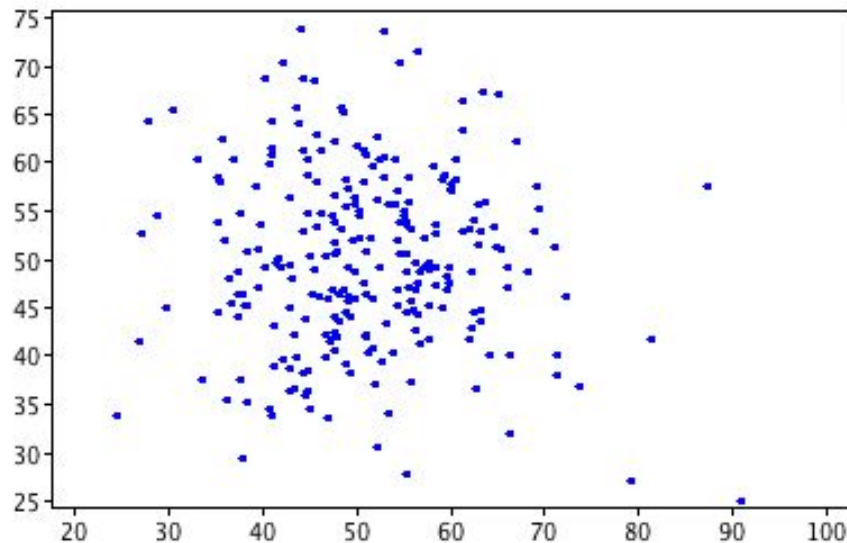
- **Look through the Pathways for Prerequisite One and think of a team in your building or district that would benefit from asking one of these questions. Share with a partner.**



# How to Use This Information



- **Train your leaders**
  - **Principals**
  - **Coaches**
  - **Department Chairs**
  - **Team Leads**



# Building Efforts



- **Develop a coaching mentality**
  - **A coach is someone who can give correction without causing resentment. ~ Jon Wooden**



# Build Leadership Capacity



- **Guiding Coalition**
  - Who?
  - Frequency?
  - Purpose
- **Action Teams**
  - Action Storming



# Reflection



- **Does your building or do your buildings have a guiding coalition?**
- **Is it serving the purpose of spearheading the vision?**

# Bridging the Gap



- **Make it personal**
  - 7 - 12 Department Chair Meetings
- **Work within your circle of control**
- **Curriculum Specialists**
- **Transitions**

