

ARCHDIOCESE OF CHICAGO



OCS Leadership Day
St. Louise de Marillac
1125 Harrison Avenue
LaGrange Park, IL 60526

Thursday, May 3rd, 2018

- **Parking:** Please park in either parking lot for St. Louise de Marillac or anywhere on the streets surrounding the school and church.
- **Meeting logistics:** The main session will take place in the gym at St. Louise de Marillac.
- **Driving directions to:** <http://www.slmschool.org/contact-us>
- **Seat Assignments:** [Seat Assignments](#)

Topic:
OCS Leadership Day

Attendees: Archdiocesan school leaders
Facilitators : Dr. Jim Rigg
Note Keepers: AM: Mr. Jerry Spatara; PM: Dr. Bridget De la Pena
Time Keepers: AM: Dr. Pat Baccellieri; PM: Dr. Megan Stanton-Anderson

Meeting Objectives:

- **Objective One:** Prayer
- **Objective Two:** Keynote Address: Forming Root Beliefs with Faculty and Staff. Dr. Christian Dallavis
- **Objective Three:** OCS Updates
- **Objective Four:** Review Implementation of Danielson Teacher Evaluation System and Priority Standards. Dr. Mary Kearney
- **Objective Five:** Celebrate the Eucharist with Archdiocesan school leaders. Rev. Timothy Monahan, Director of Vocations
- **Objective Six:** Anti-Violence and Safety in Schools -Mr. Phil Andrew
- **Objective Seven:** Directions for Breakout Sessions
 - Implementing Danielson with Your Teachers - Panel of Principals from Pilot Schools. Colonnade Room (Lunch Room)
 - Creating/Checking Your Crisis Management Plan -Mr. Phil Andrew. Parish Center (The Gym)
 - Policies and Revising the Local Handbook - Mr. John DiJohn. Marillac Room (First Floor)
 - Tax Credit Updates and Planning for Financial Aid Mr. Bob Hudzik, Ms. Clare Sullivan, Mr. Thomas McGrath. Room 204 - Resource Room
 - K-2 Assessment Evaluation: Dr. Jorge Pena
 - Fountas and Pinnel: Room 210
 - iReady: Room 209
 - Amplify - Room 212
 - NWEA Map - Room 216

Objective Seven Continued: Breakout Sessions

- Implementing Danielson with Your Teachers - Panel of Principals from Pilot Schools. Colonnade Room (Lunch Room)
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Meeting Norms <ul style="list-style-type: none"> ● Assume positive intentions. ● Take an inquiry stance. ● Ground statements in evidence. ● Stick to the protocol. ● Start and end on time. ● Be here now. ● Everyone has a voice. 		
Time	Minutes	Activity
7:30-8:15	45	Pre-meeting social time. A light breakfast is served at this time. Please visit vendors during this time!
8:15-8:30	15	Opening prayer. Welcome, prayer, and meeting logistics. <ul style="list-style-type: none"> ● Sr. Stephanie Baliga led prayer ● Dr. Rigg - A time to come together to celebrate in our Archdiocese. ● Crystal Awards after Leadership Day today @ LaGrange Country Club.
8:30-9:50	80	Objective One: Keynote Address: Forming Root Beliefs with Faculty and Staff. Dr. Christian Dallavis NOTES: <ul style="list-style-type: none"> ● Dr. Christian Dallavis - Keynote guest from University of Notre Dame - Forming Root Beliefs ● “God In All Things” presentation ● Mindset/School culture - “Still, I Learn” <ol style="list-style-type: none"> a) More you learn, the more you learn about God. Root belief that we are always learning. b) Strong schools that serve families in poverty all have intentional school cultures c) School culture (metaphor of tree) - <ol style="list-style-type: none"> 1) Root beliefs are our anchors are more important than our mission statement because we do things when we believe in it. We need to identify and state what we believe. “Above all else, we believe that...” These root beliefs would be transmitted in our Catholic schools when religious were in schools and there was consistency in the root beliefs. Today our faculties are not unified by root beliefs unless leadership makes that happen. Principal job is to get a common belief that we are transmitting to children. 2) Shared purpose when our beliefs come together to identify what our goals are. This is the trunk of the tree where we see things happening. Question, “What do we love about this place?” to determine the school goal. 3) Core Values is where we see the actions that make our beliefs known and lead to the goal “We will...” These are the actions, habits and activities that come from our purpose. 4) Operating norms, artifacts and spaces. These are policies, procedures, programs artifacts, rituals, routines, and spaces that make invisible concepts visible to all. 5) Formation Process <ol style="list-style-type: none"> a) Shared Purpose - What do you love about this place? Why do you work here? What is our shared goal? What ought it be? “Together we seek to....?” b) Core Values - What actions and activities lead to that goal?; What habits do we want to cultivate? We will... c) Operating norms - “We believe that..” 6) Step One - Get a sense of your shared purpose : Answer questions as a group, “What do you love about this place?” “Why do you work here?” <p>“If these are the things you love about this place - and the reasons you work here - what might be your shared purpose? “Together, we seek to...”</p>

ARCHDIOCESE OF CHICAGO



		<p>7) Step Two: Identify valued behaviors. Answer, “What behaviors lead to that goal?”; “What habits do we want to cultivate?” Develop habits of how to act and be in the world.</p> <p>8) Step Three: Generate personal (multiple)belief statements individually. “I believe that...” (Complete this sentence as many times as possible.) (i.e. Sentence starters to facilitate discussion after time has elapsed... “God made us to...”; “Relationships work like this...”; Learning works like this...and this...and this...”; Our purpose in life is to...”; “Jesus is...”; Our school is...”. To be clear these are sentence starters not meant to generate final drafts of root beliefs. They are meant to generate concepts that you will interrogate that will get you to your root beliefs. Don’t get hung up on language.</p> <p>9) Once you have created your beliefs, then rank them in order of importance. Identify the beliefs that you would be willing to die for. Which are the beliefs that parents expect to be transmitted to their children? What are the beliefs that adults must believe in order to work in this school? If someone does not believe this they cannot work here. Not what we do but what we believe.</p> <p>10) Step Six - Synthesize We believe that...</p> <p>Step 7: If we were starting a new school, what would be shared beliefs be... (God works like this...; Relationships work like this...; Learning works like this...; Our lives are meant to...: Schools are...; Children are....</p> <p>Step 8: Refine the language and pare down to essential beliefs. Reminder that we are not identifying what we would do but what do we believe. (Samples: We believe that Christ is in every person or We believe all people are capable of learning)</p> <p>Encourage school leaders to have these conversations and do this work in every Catholic school.</p>
9:50-10:05	15	Break – Please visit vendors during this time
10:05-10:20	15	<p>Objective Two: OCS Updates - Dr. Rigg</p> <ul style="list-style-type: none"> a) OCS Staff Changes - If interested in applying go through Applitrack to apply. Will interview in next two weeks. b) Principal Time Optimization Study - Study is happening now through the work of DePaul University. Seeing how principals spend their time and see if there’s an alignment between priorities and work. 25 principals participating. Describe results in August. c) OCS Principals’ Survey - Tomorrow will be annual OCS Principal Survey. Reflect on support from OCS. d) Tax Credit Scholarships - There is significant unmet demand for TCS. Demand is approximately \$47 mill. TCS available funding of \$18 million. Breakout sessions today. e) 2018-2019 Leadership Days - August 2 @ St. Ignatius; October 4; February 13-14; April 24th f) NCEA Convention April 23-25, 2019. Leadership Day will be part of the Convention. We are planning on leveraging Title IIA to support the costs for attendance. No firm decisions about amount available yet.
10:20-10:40	20	<p>Objective Three: Review Implementation of Danielson Teacher Evaluation System and Priority Standards. Dr. Mary Kearney:</p> <ul style="list-style-type: none"> a) Danielson Teacher Evaluation System is part of the AoC AdvancEd Improvement Priority (2015)

ARCHDIOCESE OF CHICAGO



		<p>b) Principal Survey to improve two way communication</p> <p>c) Improve curriculum standards reflective of 21st century instruction by identifying curricular priorities</p> <p>d) Data Driven Instruction support for teachers to allow for the analysis, interpretation and application of data to improve student learning and engagement.</p> <p>e) Teacher and principal evaluation by creating a coherent and consistent evaluation tool to reflect standards and benchmarks for effective schools.</p> <p>f) Facility audits</p> <p>g) Tech improvements.</p> <p>2) Break out session today on Danielson and K-2 assessments.</p> <p>3) Danielson piloted 68 schools this year. In 2019 all schools will use the Danielson. Summer training for principals have been scheduled and coaching will be available. Focus on Domains 2 and 3 takes approximately 30 hours of training.</p> <p>4) June 19th; June 20th; July 25th; July 30th Introduction to Danielson training available. 8:30-12:00 at a location TBD.</p> <p>5) ACT Aspire - Schools can expect test results in July. There is a new form of the test and new norms will be established by ACT. ACT Aspire interims and summative test will be administered in 2018-2019.</p> <p>6) K-2 assessments. 4 Vendors will give presentations to school leaders today in afternoon breakout. Select 1-2 assessments that will inform teachers of student progress in reading and math prior to ACT Aspire test in Grade 3. Want to develop a cohort of schools who will pilot a K-2 assessment in 2018-2019.</p> <p>7) Priority Standards Initiative - worked with Jan Haugh from Marzano. Priority Standards for ELA in K-8. June 14-15 will continue to develop more ELA proficiency scales. July 2018 we will distribute the following to AoC schools a) Priority standards for ELA, Math and Science b) Pacing guidelines aligned to prioritized standards. c) Complete grade level proficiency charts.</p> <p>8) AdvancEd internal Reviews. 33 schools were reviewed this year. What's working: CSIP process is used to target skills to collaborate on improving teaching and learning; Formative assessments are used to monitor the skills on the CSIP</p> <p>OPPORTUNITIES for Improvement: Providing differentiated instruction; Need higher order thinking tasks; Create opportunities for student-centered learning and collaboration.</p>
10:40-10:50	10	Plus Deltas and Transition to Mass
10:50-11:50	60	Objective Four: Celebrate the Eucharist with Archdiocesan school leaders. Rev. Timothy Monahan, Director of Vocations
11:50-12:50	60	Lunch and Awards
12:50-1:05	15	<p>Objective Five: Anti-Violence and Safety in Schools - Phil Andrew</p> <p>School shootings are less than 1% of gun violence crimes.</p> <p>You already know who is at risk of perpetrating school violence.</p> <ol style="list-style-type: none"> 1. Have a crisis plan 2. Install a culture of safety 3. Love "these kids:"; radical hospitality 4. Need to get good at school culture
1:05-1:15	10	Transition to Breakout Sessions

ARCHDIOCESE OF CHICAGO



1:15 - 2:00	45	<p>Objective Six: Breakout Sessions</p> <ul style="list-style-type: none"> ○ Implementing Danielson with Your Teachers - Panel of Principals from Pilot Schools. Colonnade Room (Lunch Room) ○ Creating/Checking Your Crisis Management Plan -Mr. Phil Andrew. Parish Center (The Gym) ○ Policies and Revising the Local Handbook - Mr. John DiJohn. Marillac Room (First Floor) ○ Tax Credit Updates and Planning for Financial Aid Mr. Bob Hudzik, Ms. Clare Sullivan, Mr. Thomas McGrath. Room 204 - Resource Room ○ K-2 Assessment Evaluation: Dr. Jorge Pena <ul style="list-style-type: none"> ■ Fountas and Pinnel: Room 210 ■ iReady: Room 209 ■ Amplify - Room 212 ■ NWEA Map - Room 216
2:00-2:10	10	Transition to Breakout Sessions
2:10 - 2:55	45	<p>Objective Six: Breakout Sessions</p> <ul style="list-style-type: none"> ○ Implementing Danielson with Your Teachers - Panel of Principals from Pilot Schools. Colonnade Room (Lunch Room) ○ Creating/Checking Your Crisis Management Plan -Mr. Phil Andrew. Parish Center (The Gym) ○ Policies and Revising the Local Handbook - Mr. John DiJohn. Marillac Room (First Floor) ○ Tax Credit Updates and Planning for Financial Aid Mr. Bob Hudzik, Ms. Clare Sullivan, Mr. Thomas McGrath. Room 204 - Resource Room ○ K-2 Assessment Evaluation: Dr. Jorge Pena <ul style="list-style-type: none"> ■ Fountas and Pinnel: Room 210 ■ iReady: Room 209 ■ Amplify - Room 212 ■ NWEA Map - Room 216
2:55-3:00	5	Plus/Delta Protocol: Assess what worked well and what did not in this meeting. Please leave plus deltas on your table for collection.
3:05		Leadership Day concludes
Please join us at La Grange Country Club for Crystal Awards to honor retiring administrators !		