

Systematizing Success: The Central Office Blueprint for Coherence, Vision, and Results

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The Importance Of Coherence

- **The Problem:** Districts face complex demands (equity, achievement gaps, community needs). Incoherence at the Central Office leads to fragmented efforts and wasted resources.
- **The Promise:** A unified vision and aligned systems transform the district, driving predictable, sustainable excellence. Coherence is non-negotiable.

“The Data Binder”

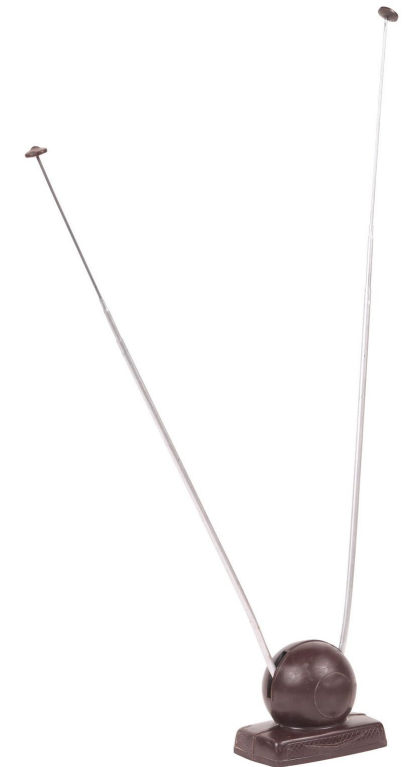


“Data Binder Lessons”

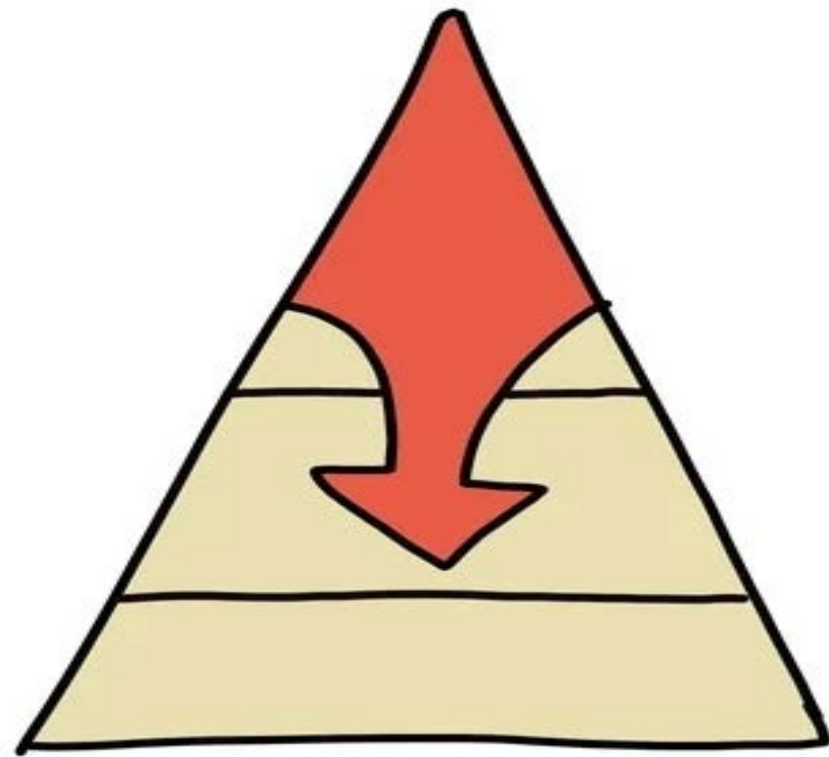
“The Data Binder”



- Importance of Coherence
- Clear Messaging
- Strategic Planning
- Alignment to a Goal
- Relevance
- Financial Implications
- Buy-In
- Fighting the Battle of a “Fad”

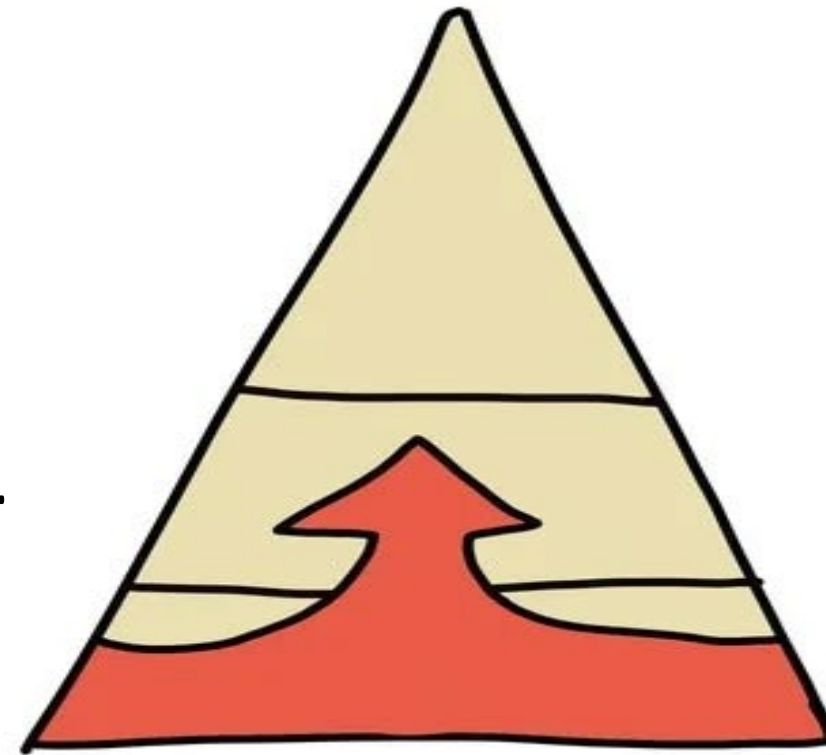


Building Coherence Across the District



top-down

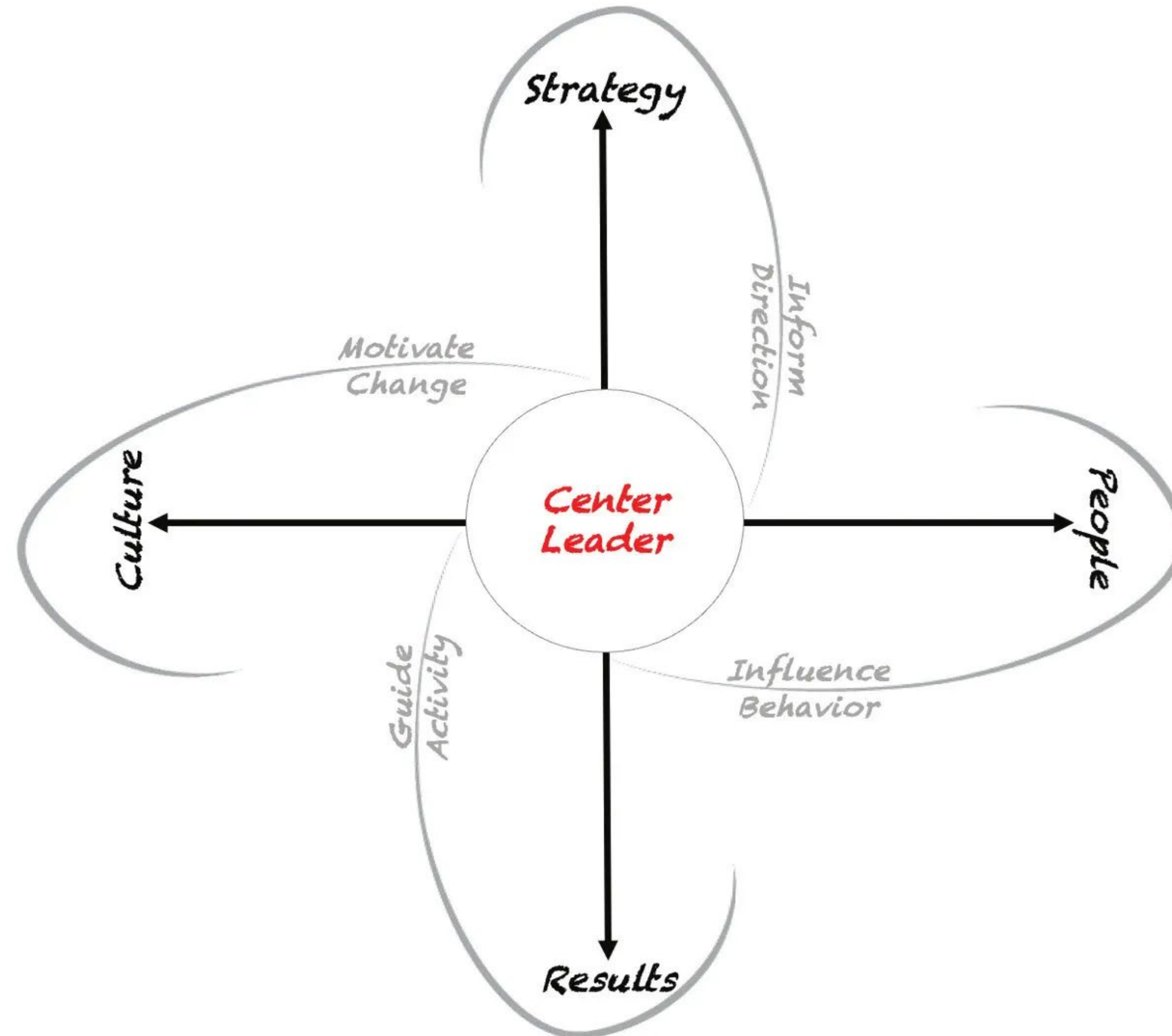
-vs-



bottom-up

Which style is better?

Building Coherence Across the District



Before you can...Can you ?

Structural Frame - The Artichect

Focus: Systems, roles policies and structures

Human Resource Frame – The Coach

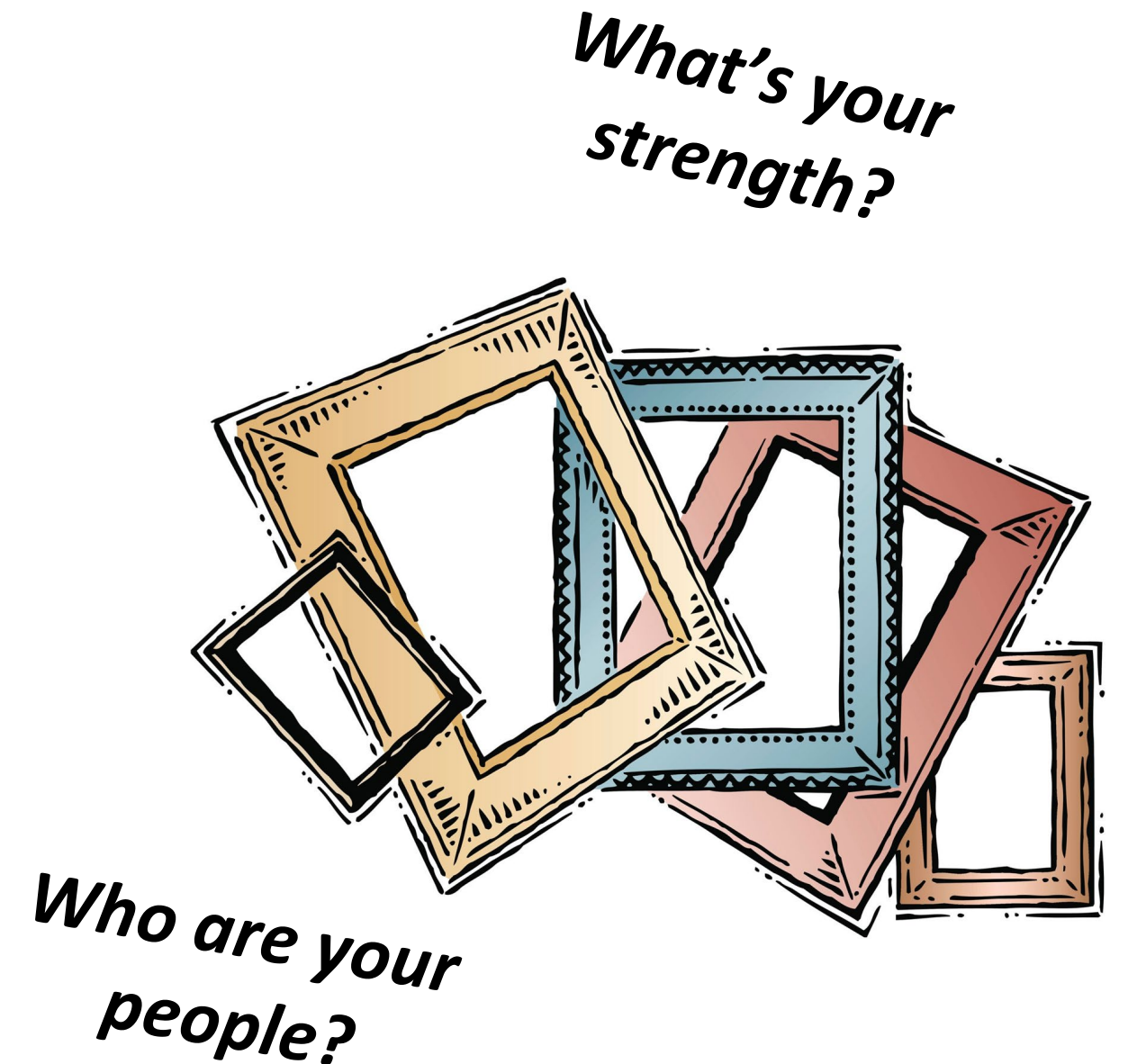
Focus: People, relationships, and empowerment

Political Frame – The Advocate

Focus: Power, influence, and coalition-building

Symbolic Frame – The Visionary

Focus: Meaning, culture, and inspiration



“Effective school leaders lead through all four frames balancing structure, people, politics, and purpose to move a community from compliance to commitment.”

The Layers of Change

Technical Changes

Changes in structures, tools, or processes, often straightforward and procedural.

Examples within the Instructional Core Wheel:

- Implementing a new lesson planning template or walkthrough tool
- Setting clear I-Ready benchmark targets
- Adjusting schedules or data talk protocols
- Providing new instructional materials aligned to standards

Impact:

- Improves efficiency and consistency
- Easier to measure and monitor
- Does not automatically change beliefs or practices

Adaptive Changes

Changes that require new learning, shifts in mindset, and shared ownership, transformational in nature.

Examples within the Instructional Core Wheel:

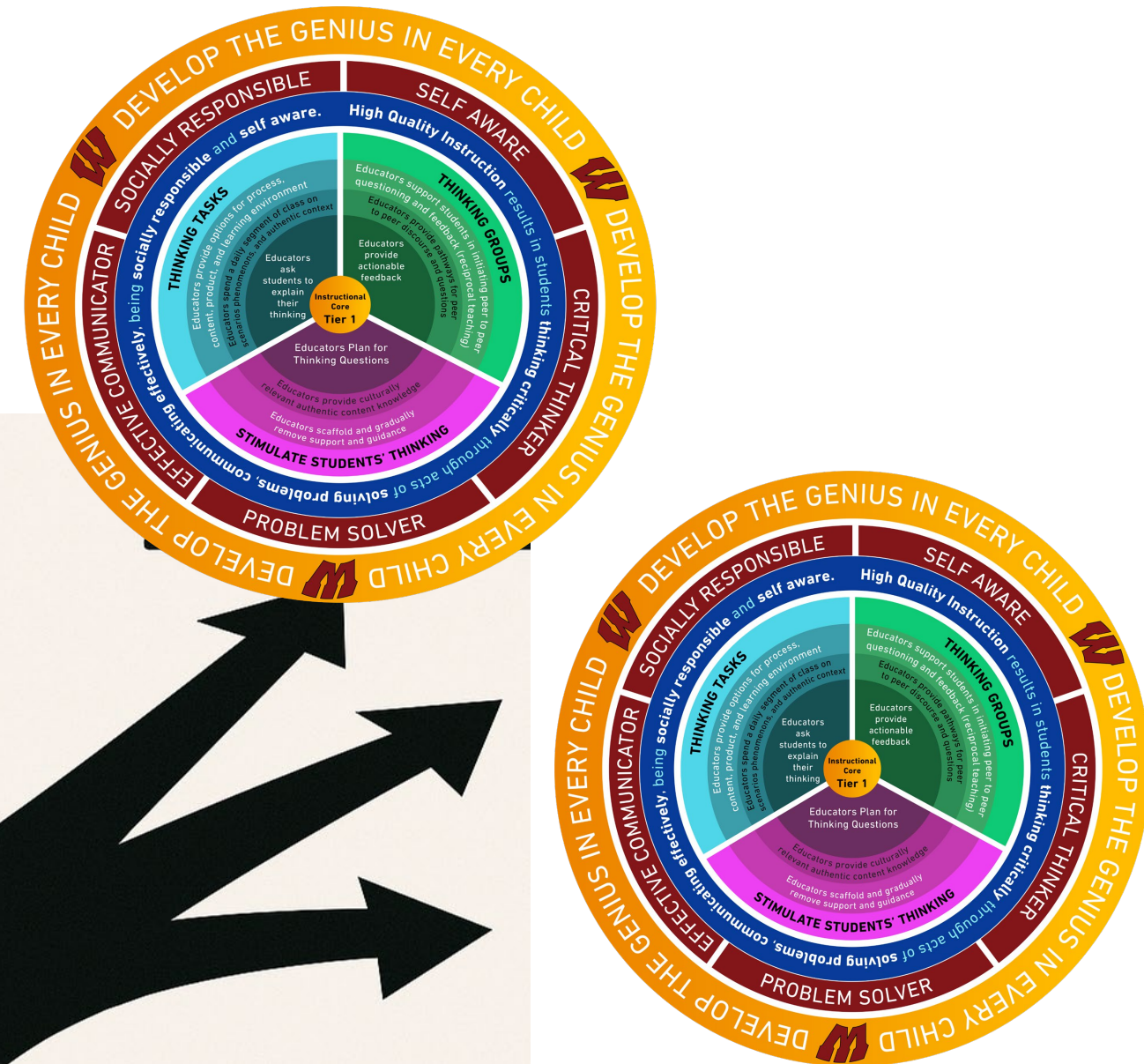
- Deepening understanding of the student, teacher, content relationship
- Building collective efficacy around instructional practices
- Developing a culture of actionable feedback and reflective practice
- Strengthening trust, collaboration, and accountability within teams

Impact:

- Sustains improvement over time
- Strengthens the “why” behind instructional decisions
- Leads to a culture of continuous learning and innovation

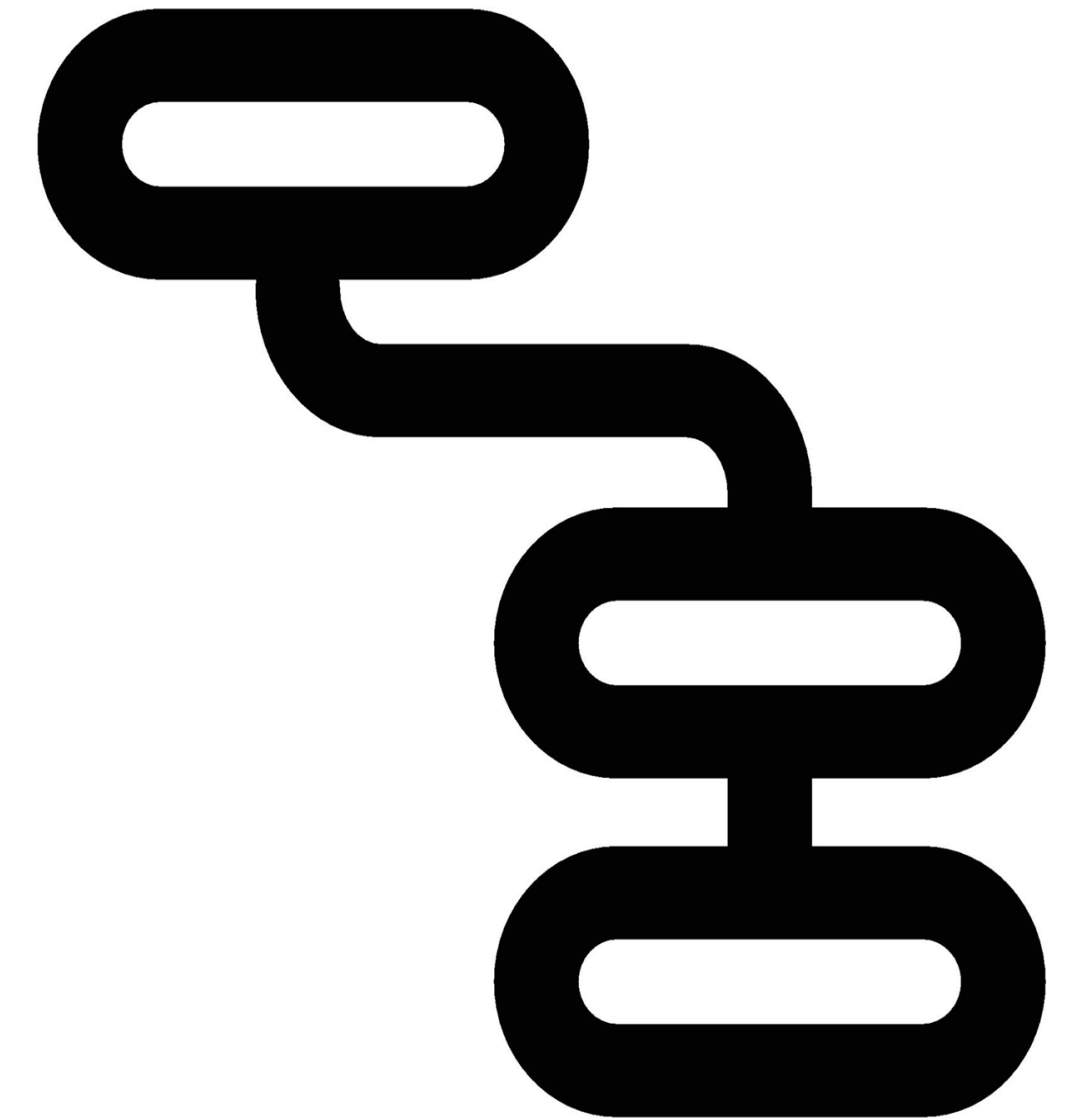
The Power of Systems Thinking

- Alignment
 - Builds Momentum
 - Coalesce Groups
 - Steers the Path
- Clear Communication
 - Reinforces Understanding
 - Builds Trust
 - Promotes Equity
- Commitment to Follow Through
 - “F” Word = Fidelity
 - Expected Consistency
 - Becomes the Norm



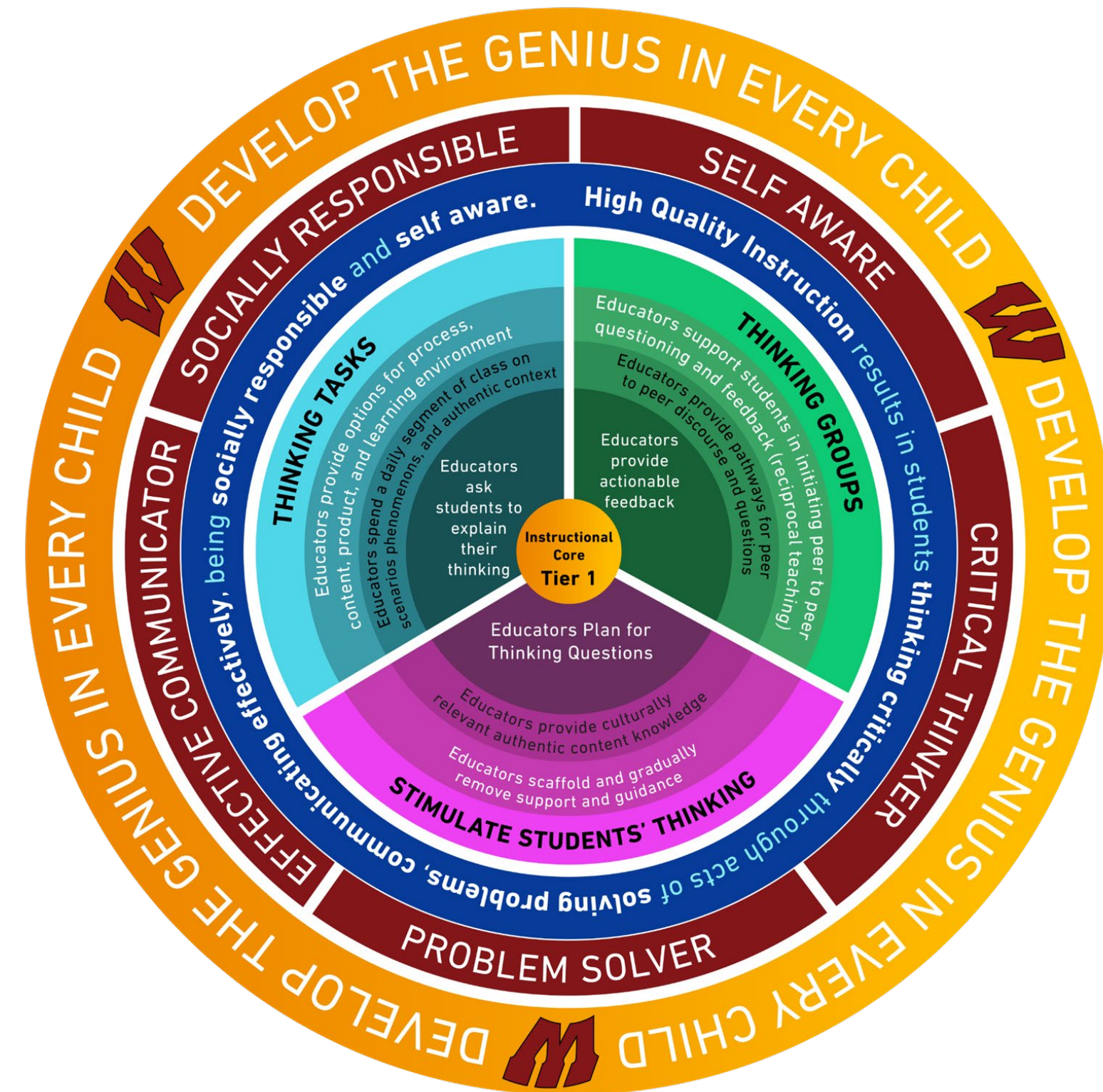
The Work In Action

- Shared Vision of the Instructional Core
- Systematized Data Protocols
- Aligned Professional Learning



Instructional Core Wheel

- Codified the district's non-negotiables
- Definition of High Quality Instruction
- Custom built and personal
- Reflect the values the district holds dear
- New initiatives must align with the wheel
- Foundation for “The Work”
 - School Improvement Plan
 - Strategic Operating Plan
 - Staff Professional Development
 - Leadership Enhancement
 - Curriculum Development



Lens of a Teacher

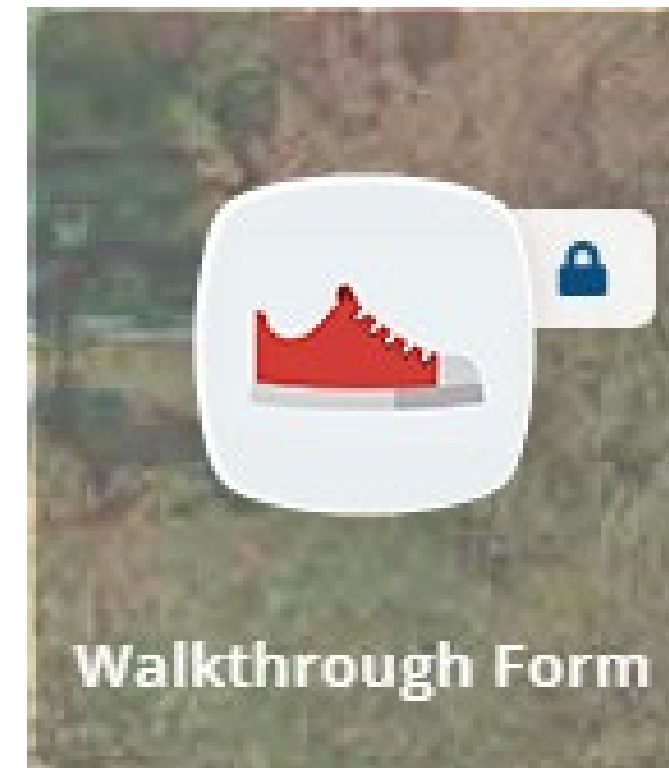
The Goal:

- Learning happens at the intersection of teacher, student and the task.
- Aligns all the non negotiables in one place.
- Gives a clear explanation for what the district believes is high quality instruction.
- Moves from isolated practices to collective efficacy



Systematized Data Protocols

- Walkthrough Tools
 - Authentically Created
 - Data Dashboard
 - Continuous Improvement
 - District-Wide Calibration
- Data Talks
 - Quarterly
 - Collaborative Reflections
 - Major Content Areas & Special Education
 - Tangible Commitments



Lens of an Administrator

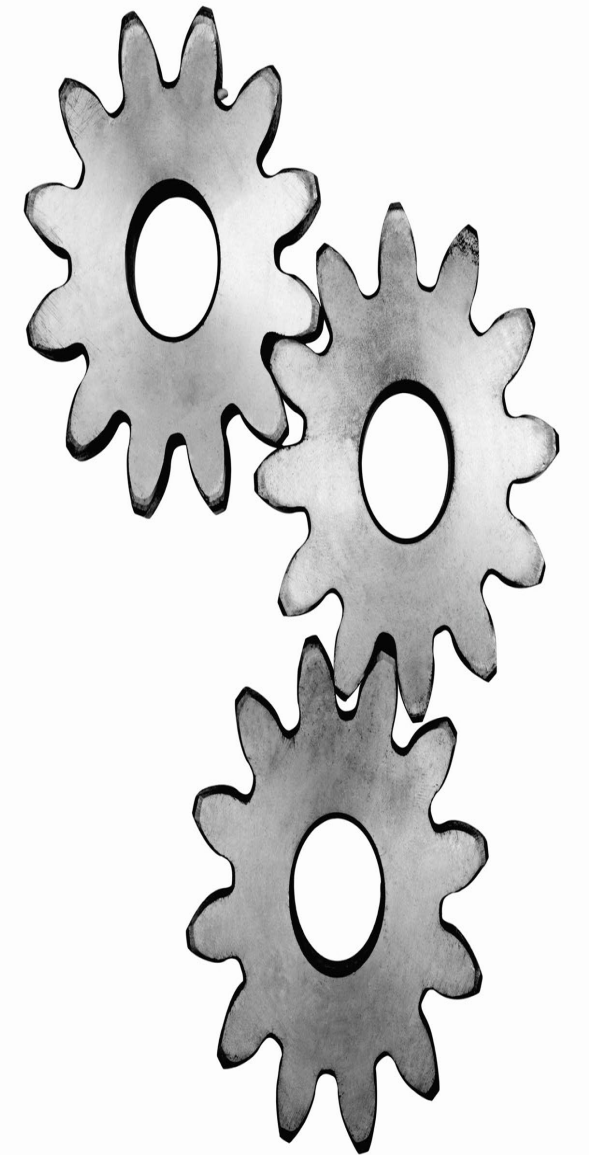
The Goal:

- It drives the work (coherence and alignment)
- The framework that connects all initiatives, every district priority lives through the wheel.
- Encourages teachers to be facilitators of learning.
- Provides snapshots professional learning, reflection, growth and compass towards efficacy as a building.



Aligned Professional Learning

- Windsor Nation
- ConvoNation
- Professional Development District Wide
- Pre-fabricated Slides used to Instruct
- Clear Expectations for Everyone
- District Wide Professional Development Calendar



Lens of a Student

The Goal:

- My learning is important!
- I am part of the learning process, with the teacher and my peers in the classroom.
- My learning will involve teachers asking me difficult questions.
- My learning will also include my teacher giving me feedback on my work for me to improve.



Extension of the Instructional Core Wheel



Mobile Classroom

- Equitable access for all district children k-5.
- Targeted academic support, enrichment, and instruction in flexible spaces designed for engagement.
- Ensures students engage in meaningful thinking tasks, outside the traditional classroom.

Lens of a Parent

The Goal:

- Understanding of the district priorities.
“North Star”
- No matter which school children attend, learning will be consistent, challenging, and engaging.
- Learning is about thinking and engagement with teacher, student and task.
- We meet students where they are and guide them forward.





The Rule of Seven

- **Visual Displays**
Posted around the building and embedded in documents
- **Language in Communication**
Referenced in newsletters, meetings, and updates.
- **Professional Learning**
Used in PD sessions and coaching conversations.
- **Feedback and Reflection**
Connected to walkthroughs and instructional rounds.
- **Team Collaboration**
Built into PLC discussions and goal-setting.
- **Celebrations and Recognition**
Core-aligned shoutouts or highlights.
- **Decision-making**
Referenced when choosing strategies or priorities.



Instructional Core Wheel 2.0

