NATIONAL CONFERENCE · 10-MINUTE SESSION

Reimagining Principal Supervision

How LRSD Network One **LIFTs** All Learners — and what any district can replicate

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The LIFT Framework

Four commitments — each one backed by concrete weekly and monthly routines, not posters.



LEARN

Leaders as lead learners: monthly PD, executive coaching, learning walks, weekly observation & feedback.



INNOVATE

Data that drives the week: monthly leader data meetings, live trackers, access audits, SIPs revised every quarter.



FOSTER

Four instructional priorities in every classroom: discourse, aggressive monitoring, end-goal planning, collaborative planning.



TRANSFORM

Aim past the test: State of School presentations and a Profile of a Graduate audited campus by campus.

From Compliance Visits to a Coherent System

4 comprehensive high schools

Serving Little Rock's highest-need students

Plus alternative, adult ed & career-tech programs

WHERE MANY DISTRICTS ARE (& WE WERE!)

- Sporadic building visits, no shared look-fors
- Feedback to principals untethered from classroom evidence
- Accountability for teachers — rarely for the leaders coaching them

WHAT WE BUILT INSTEAD

- A ground-up observation system with per-leader targets
- Weekly observation & feedback coaching for every principal
- Supervision as development, not audit — with leader-level accountability

One Arc at Every Layer: See It · Name It · Do It

The same coaching moves run network partner → principal → teacher — starting from one highest-leverage, measurable objective.

SEE IT

- Hook — name the gap & why it matters
- Frame — say exactly what to look for
- Model — live-model the bite-sized skill

NAME IT

- Debrief — notice & wonder
- Stamp the key takeaways for practice

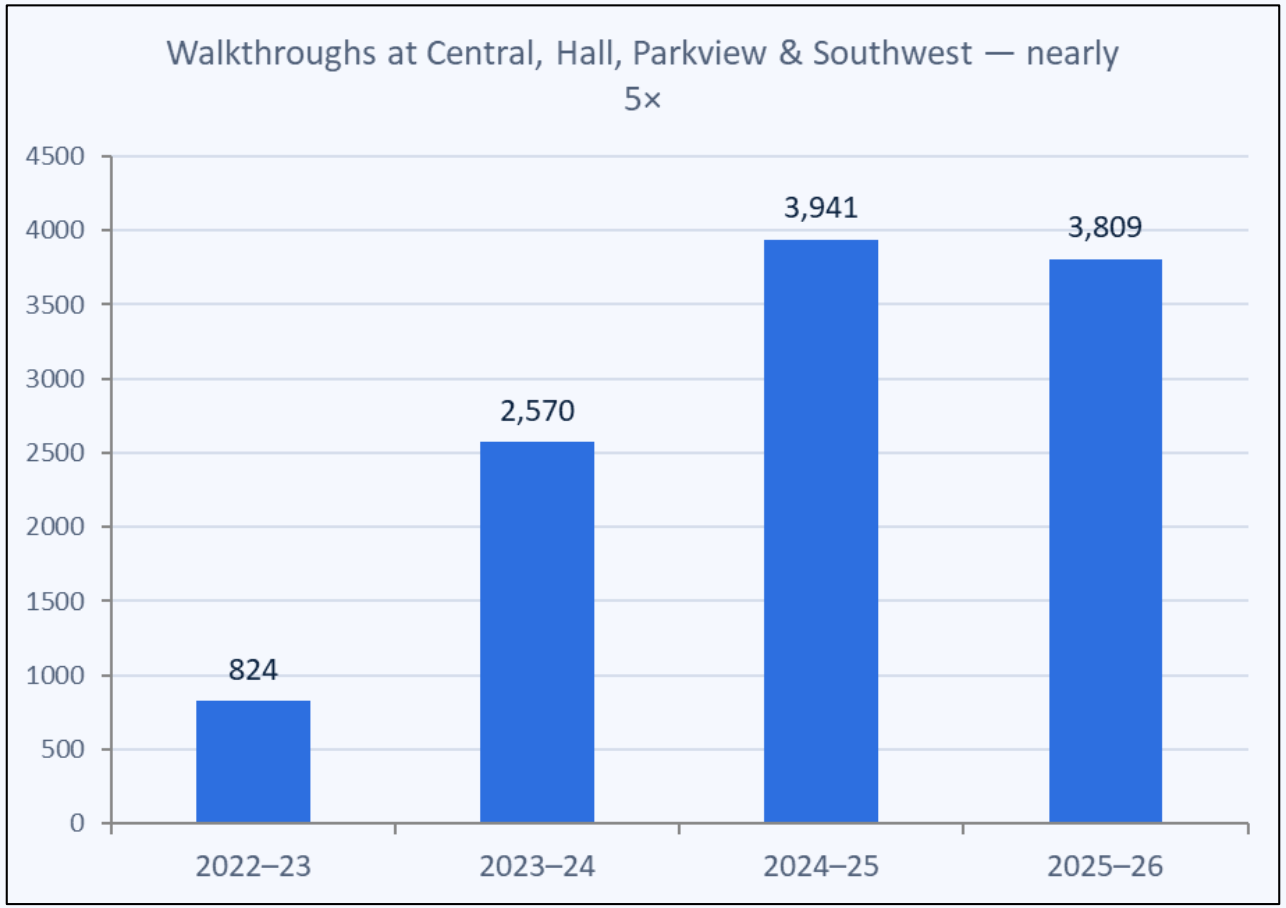
DO IT

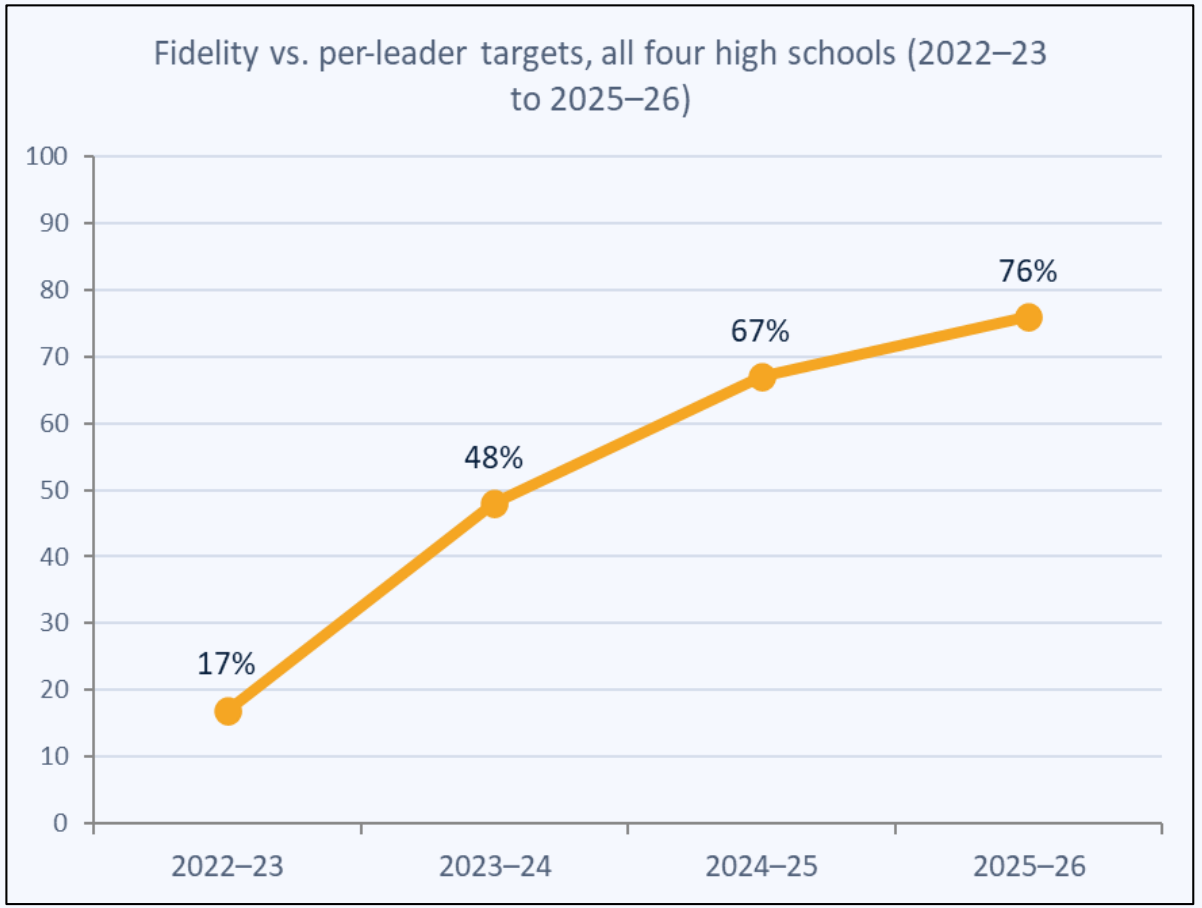
- Plan before practice
- Rehearse with real-time feedback & redo

REFLECT: the leader writes their own action step — and supervision models the exact practice it expects of principals.

Framework: *Bambrick-Santoyo, P. (2016). Get better faster: A 90-day plan for coaching new teachers. Jossey-Bass.*

We Built a System — and Made It Stick

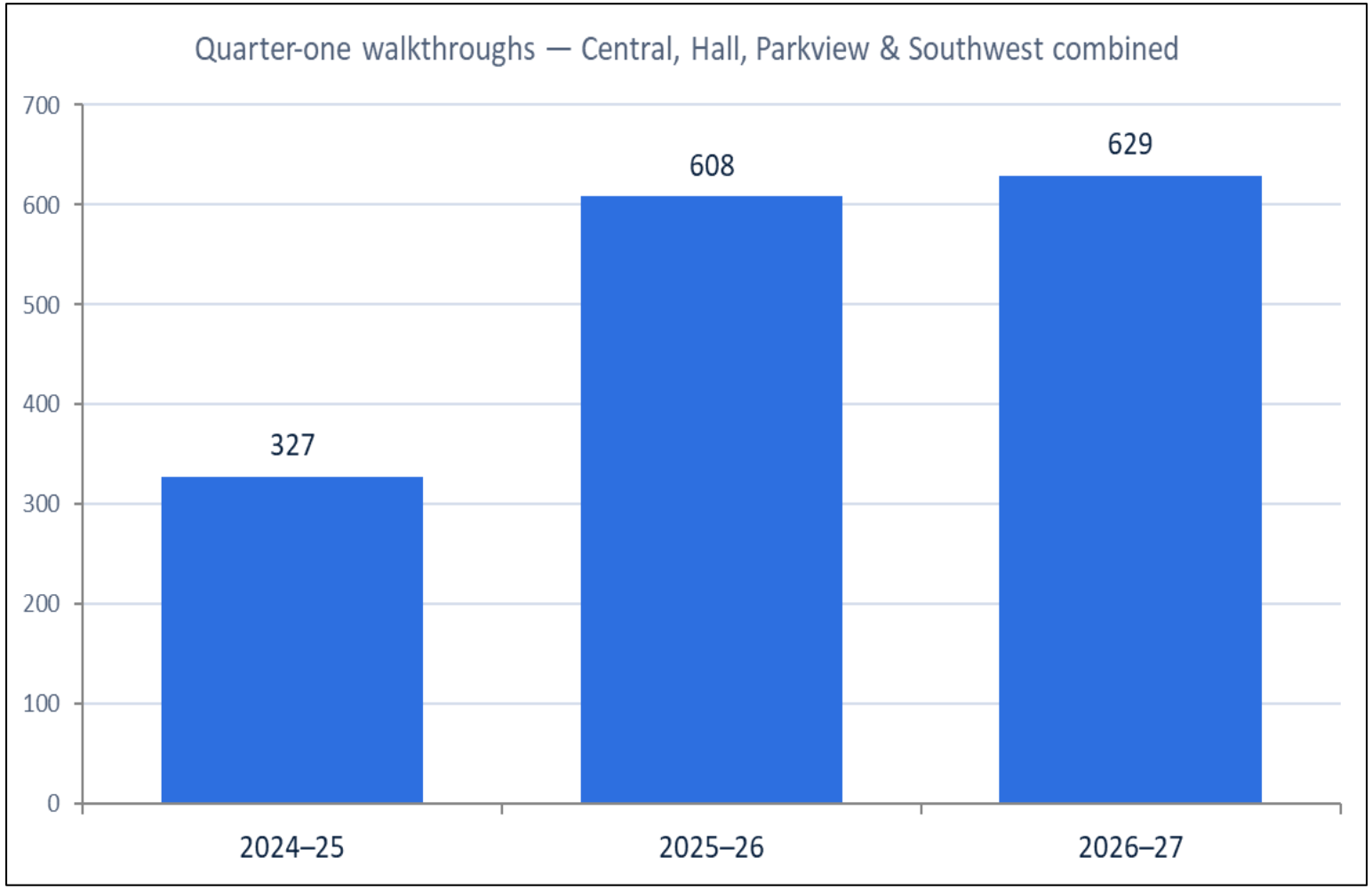




Targets were named per leader, tracked publicly, and reviewed monthly — Central High alone grew from 127 to 1,782 observations a year.

First-Quarter Walkthroughs, Year over Year

Same window each year — start of school through October 2 — counted from the network walkthrough forms.



327* → 608 → 629

quarter-one walkthroughs at the four high schools — nearly doubled since fall 2024, and holding in year five

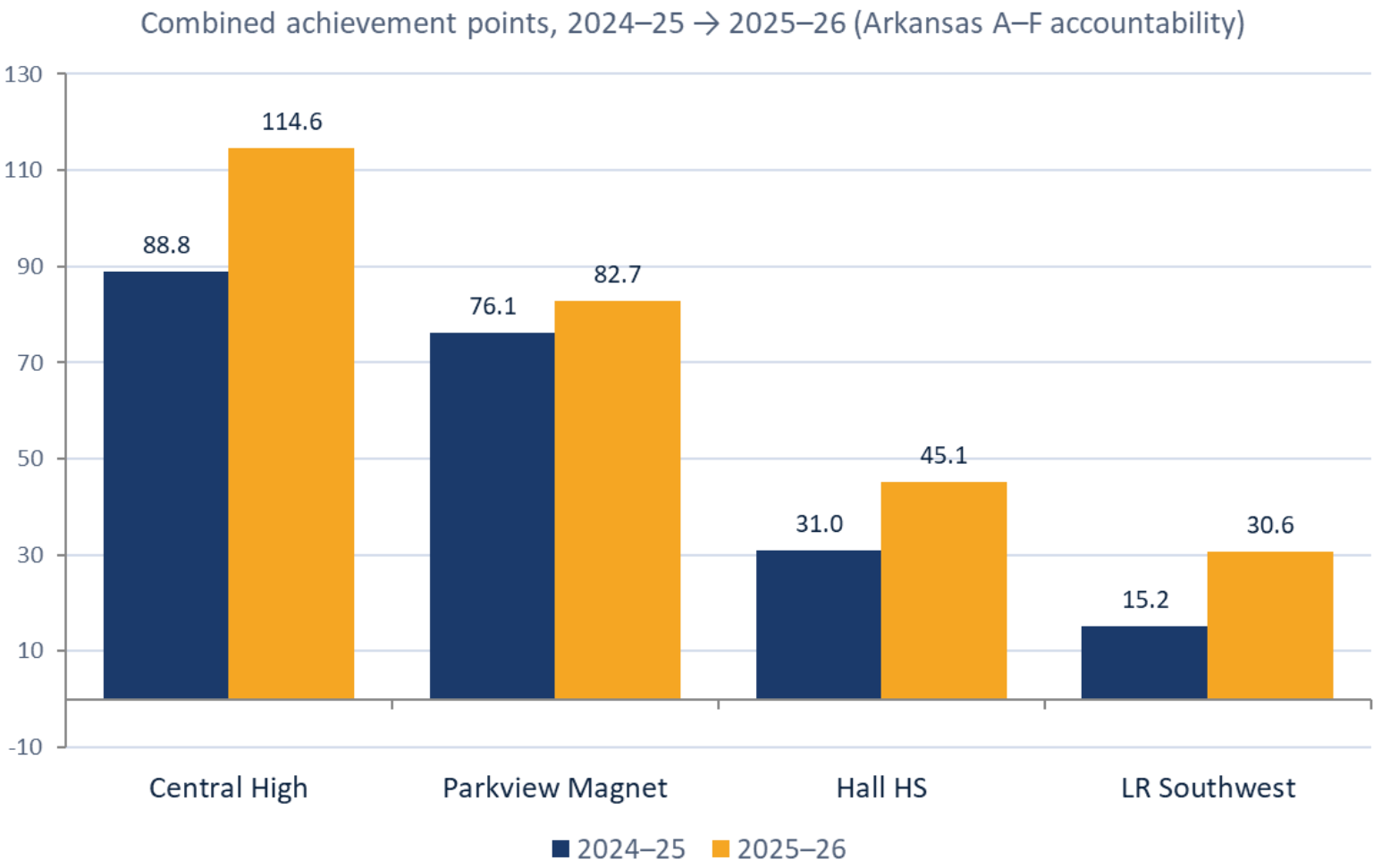
4.7×

Southwest's quarter-one walkthroughs since fall 2024 (49 → 230) — intensity aimed where the need is greatest

78%

of this fall's rated lessons Effective or higher on student engagement (71% on communicating with students)

Achievement Rose at Every Campus



4 of 4

high schools gained achievement points

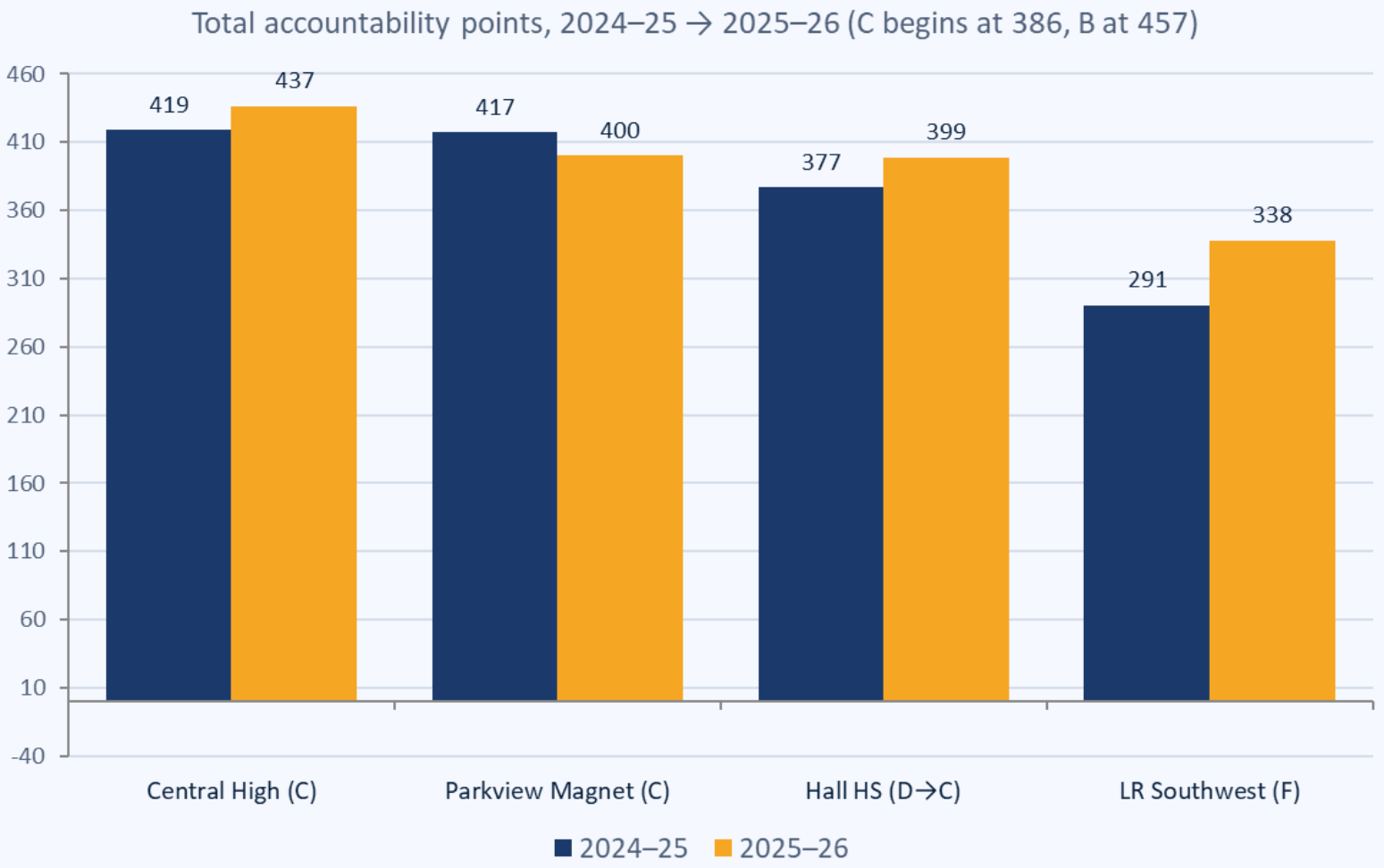
+25.8

at Central — now above the state median (114.6 vs. 106.4)

≈2×

Southwest and Hall–West each roughly doubled

Points Up at Three Campuses — and a Grade Moved



D → C

Hall–High School rose a full letter grade in year one post-consolidation (+28.2 growth of all students)

+46.8

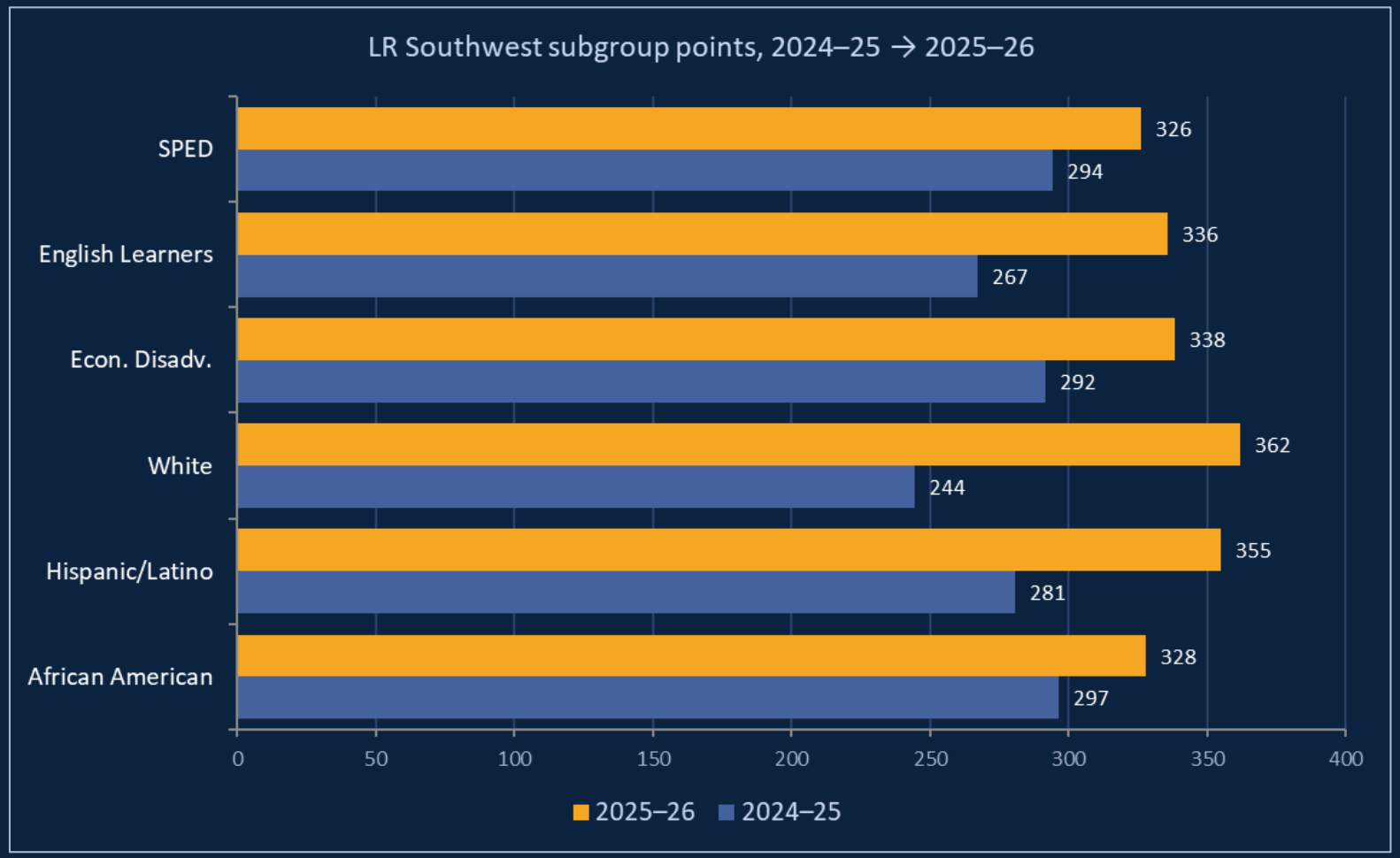
at Southwest — the largest single-year gain among the four

3rd year

of consecutive gains at Central: 410 → 419 → 437

Southwest: Every Student Group Gained

The campus with the greatest walkthrough intensity per leader — and the district's largest-need student body.



91st

percentile statewide for growth of the lowest 25% — well above the state median

≈2×

proficiency in one year across ELA, math, and science

F → D

for the Hispanic/Latino and White student groups on their subgroup report cards

GROWTH FOR THE LOWEST QUARTILE | SOUTHWEST & HALL

2025–2026 ATLAS results • Percent of lowest-quartile students meeting growth targets

LOWEST-QUARTILE GROWTH BY SUBJECT

SUBJECT	SOUTHWEST	HALL	DISTRICT AVG.	STATE AVG.
ELA	**73%**	56%	56%	50%
Math	**64%**	63%	55%	56%
Science	**58%**	63%	52%	54%

SOUTHWEST

73% ELA • 64% Math • 58% Science

Above district and state in all three subjects.

HALL

56% ELA • 63% Math • 63% Science

Above district/state in math and science; ELA matches district.

Sources: Arkansas My School Info • Southwest & Hall school profiles • 2025–2026 growth data

HALL HIGH SCHOOL | GROWTH FOR ALL STUDENTS

2025–2026 ATLAS results • Percent of all students meeting growth targets

HALL COMPARED WITH LITTLE ROCK SCHOOL DISTRICT & ARKANSAS

SUBJECT	HALL	DISTRICT AVG.	STATE AVG.
ELA / ELP	53%	53%	48%
Math	60%	50%	49%
Science	52%	47%	48%

ELA / ELP

Matches district

5 pts above state

MATH

10 pts above district

11 pts above state

SCIENCE

5 pts above district

4 pts above state

Sources: Arkansas My School Info • Hall school profile and Little Rock School District profile • 2025–2026 growth data

The Replication Playbook

Five moves any district can start this semester — no new money, no new staff.



What You Could Build by Monday

Every routine is written down, branded, and usable without me in the room — that's what makes it replicable.

Look-fors, five domains

One shared observation language for planning, teaching, coaching & feedback

Network Non-Negotiables

One-pagers naming the floor for every domain

PLC protocols

Leader & teacher-team versions with a data-analysis toolkit

45-day walkthrough schedules

Supervisors' first nine weeks mapped campus by campus

School-opening checklists

Week-one documentation log for principals, area by area

Meeting cadence workbooks

Every campuses' planning, data & 1:1 rhythm in one place

Thank you.

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