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**5 industry insights to help you stay on top of the field.**

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**The School Year Ahead - The Importance of Coaching**

Much has been written about the importance of leadership skills, but an article in EdWeek brought our attention to the power of coaching.

The move into K12 administration comes with a lot of additional responsibilities. Coaching might be the one that, if optimized, garners the most results. Pulling from a variety of sources, we have assembled top tips for maximizing your coaching skills to make the greatest impact on your district.

Improve Active listening:

While this may sound simple, active listening requires focus. Master active listening through:

- Positive regard
- Stillness and being present
- Listening beyond the words, noticing body language, [and] what someone is not saying
- Asking open-ended questions
- Affirming the speaker's thoughts and feelings, and reflecting on what you've heard

Develop Emotional Intelligence:

We all know E.I is critical to good coaching and it can be enhanced and developed. Two ways to develop your E.I.:

Further cultivate self-awareness:

- Pause and reflect on your emotional state throughout the day. Name the emotions you're experiencing and explore their root causes.
- Seek feedback from others on how you come across and handle different situations. Be open to perspectives that may differ from your own self-perception.
- Practice delaying your reactions to strong emotions, giving yourself time to process and respond thoughtfully rather than reacting rashly.

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## Legislative Update

Per a survey completed by the Rand Corporation, 61% of school districts plan to train teachers about A.I. use in the classroom by the end of this year.

A bipartisan bill has been introduced in the Senate that would allow the Federal Government to develop guidance on A.I. use in the classrooms.

The bill would establish scholarships for teachers' professional development to include A.I., for future teachers to study A.I., and create an awards program spotlighting key research on the use of A.I. in K12 settings.

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**Read all the bill's details here**

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## The Power of Common Goals

In the spirit of baseball season, we'll quote the great Babe Ruth:

*The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime."*
*Babe Ruth*

As a superintendent, creating common goals and aligning principal and teacher evaluations to district competencies can be a powerful strategy.

In a fully aligned, hierarchical evaluation system, district leaders, school leaders, and teachers are all evaluated on cascading but aligned domains and competencies. This ensures everyone is defining and working towards the "right work" in the same way across all levels.

Here are a few examples from districts across the US.

- The Chicago Public Schools principal evaluation rubric outlines competencies like "Creates Powerful Professional Learning Systems" which has elements that can be evaluated at the principal level, but also connect to expectations for teachers around professional development, data use, etc.

- In the Buffalo-Hanover-Montrose district, principals went through the new evaluation system first before it was implemented for teachers. This allowed principals to model the process and get teacher buy-in as they were included through surveys and feedback.

- In Georgia, a Leadership Competency Model outlines the core competencies expected of all leaders in the district, from the superintendent down to teacher leaders. In one example, one competency is "Develops and Communicates a Vision". District leaders are evaluated on developing the district vision, principals on implementing that vision at their school, and teachers on communicating and working towards that vision in their classrooms.

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## So Much Data

Superintendents and teachers recognize the value of data driven instruction. But

there is so much data collected that it can be difficult to sort through it all.

Some experts note that using a combination of formative, diagnostic, and benchmark assessment data is the most actionable for personalizing instruction and making real-time adjustments.

- Formative assessment data
  Formative assessments like homework assignments, quizzes, and in-class activities provide ongoing feedback on student learning during instruction. This real-time data allows teachers to identify gaps, adjust lessons, and provide timely interventions.
- Diagnostic assessment data
  Diagnostic assessments measure students' understanding of prerequisite skills and concepts needed for an upcoming unit or course. This data helps teachers plan instruction at an appropriate level.
- Benchmark/interim assessment data
  These periodic assessments evaluate students' mastery of grade-level standards throughout the year. The data shows student progress, whether teaching has been effective and directs what action is needed.

For a bit more on data and how to use it 👇

**Warm and Cold Data Video**

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### The Summer of ... Spending

The last tranche of ESSER funds - $121 billion - is stimulating a large amount of building projects that will be completed this summer. The spend commitment deadline for this final round is September 30, 2024.

ESSER III spending breaks down as follows (per research done by Burbio):

- Repairing or replacing HVAC's systems or ventilation
- Academic intervention
- Staffing
- Faciliites
- Technology
- Mental and Physical Health
- Miscellaneous Financials
- Other

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