The Tesseract Plan

The 13 Components *You* Need for Leading Math Improvement in *Your* Schools

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② Optimize & Sustain Systems for Improvement

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The Tesseract Plan
Problem to Be Solved

HIGH SCHOOL

"We put our chairs in a circle, and started talking, and the next thing I knew we solved the problem."

"PLC" in Name Only

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My Experience with the Solution

GSE
GOLDEN STATE EXAMINATION

Solution Tree

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Our 3 Axioms

Students don't improve until teachers improve.
-- Dr. William Schmidt, University of Michigan

Teachers don't improve until Leaders Improve.
-- Dr. Kenneth Leithwood, University of Toronto

Every System is perfectly designed to get the results it gets.
-- Dr. W. Edwards Deming, The Deming Institute

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The Tesseract Plan
Purpose

The purpose of The Tesseract Plan is to radically improve the math education at your school(s) through focused, customized professional development of your leadership.

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It's History

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Our Objectives & Success Criteria

The Importance of
Leadership and a Strategic Plan
in developing a Professional Learning Community

Decide on your first step in improving your Leadership & Planning at your site.

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Symbolism

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The Tesseract Plan
The 13 Components = 15 Lessons

1.	Your Why	Empowerment
2.	Your Plan – First Step	Space & Light
3.	Mission, Vision, Values & Goals	Vision
4.	Building Your Team	Problem Solving
5.	Their Guaranteed & Viable Curriculum	Prediction
6.	Your Data Systems & Infrastructure	Narrative
7.	Meeting Protocols	Structure
8.	No-Options	Root Cause
9.	Prerequisite Skills	Root Cause
10.	Grading Alignment	Symmetry
11.	Intervention	Time Travel
12.	Cycles of Inquiry	Innovation
13.	Pathways	Doorways
14.	Monitoring & Reporting	Perspective
15.	Your Plan	Communal Planning

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The Tesseract Plan
Unit 1: Lessons 1-4

Preparing for *Your* Journey

1. Your Why   Empowerment

2. Your Plan – First Step   Space & Light

3. Mission, Vision, Values & Goals   Vision

4. Building Your Team   Problem Solving

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Your Plan: First Step

Space & Light

Problem: Too many competing initiatives and unclear priorities

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Clearing the Plate

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Clearing the Plate

You are eliminating **all of the "Noise"** on their plates.

You are making their [*teachers'*] jobs more efficient, and **helping them to become Leaders.**

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The Task: A Long-Term Strategic Plan

6-Year Plan

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The Tesseract Plan
The Task: A Strategic Plan

Plan Component	**Our Why:** Results = Our Talents, Student Futures Depend On Us, Because We Can			
	Year 0 19-20	**Year 1** 20-21	**Year 2** 21-22	**Year 3** 22-23
Mission Vision, Value & Goals	Search for Schools' Visions Set BHAG	Augment District Vision	All School Mission & Visions	
Building Teams	Tesseract for 6-12 Principals Create Data Leaders		Summer Training 6-12 Admin Shrink Remedial Math	Summer Training K-5 Admin Reboot Tesseract Return to Data Leaders

	Year 4 23-24	**Year 5** 24-25	**Year 6** 25-26	**Ultimate Goal**
	Newsletter Launch	Adjust Ed Services Vision	Collective Agreements	Continuous Advancement towards the Vision
	Convert Data to PLT Leader, Training 1 Guiding Coalitions Admin Checklist Book Study w/Admin	PLT Leader Training 2 PLT Tracker	PLT Leader Training 3 Tesseract Web Page	Empowered, Engaged Leaders of PLCs

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The Task: A Strategic Plan

6-Year Plan

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Goals for MVUSD

Continuous Improvement

Model PLC Schools

BHAG = Model PLC

ALLTHINGSPLC

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Unit 2: Lessons 5-7

Creating *Your* Systems

5. Their Guaranteed & Viable Curriculum   Prediction

6. Your Data Systems & Infrastructure   Narrative

7. Meeting Protocols   Structures

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#5: Your Guaranteed & Viable Curriculum

inputs

Guaranteed

outputs

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#6: Data Systems & Hub

01 01 010
101 01 110
1011 0110

➢ **Data System?**

1 pt	➢ **Common Assessments**
1 pt	➢ **Input**
1 pt	➢ **Compiled**
1 pt	➢ **Report – Item/Standard/Name**
1 pt	➢ **Stored**

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Unit 3: Lessons 8-10

Launching *Your* Teams

8. No-Options   The Root Cause

9. Prerequisite Skills   The Root Cause

10. Grading Alignment   Symmetry

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#8: No-Options

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Unit 4: Lessons 11-12

Improving *Your* Students & Teachers

11. Intervention   Time Travel

12. Cycles of Inquiry   Innovation
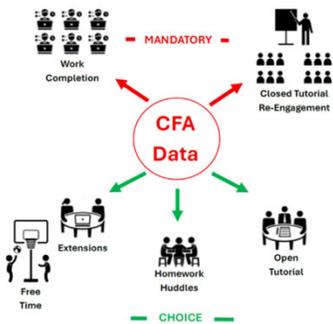
13. Course Pathways   Doorways

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#11: Intervention

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#12: Cycle of Inquiry

PLC Defined

"An ongoing process in which educators work collaboratively in **recurring cycles of collective inquiry** and action research to achieve better results for the students they serve. Professional learning communities operate under the assumption that the key to improved student learning is the job-embedded learning for educators."
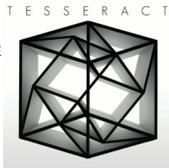
T E S S E R A C T

Innovation

Problems:
- PD days that spark excitement but no lasting change
- A lack of structure to move teachers to proficient practice
- Teachers stuck in early stages of implementation

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Cycle of Inquiry

PD BUFFET

Problems: PD days that spark excitement but no lasting change
A lack of structure to more teachers to proficient practice

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Unit 5: Lessons 13-14

Sustaining & Strengthening *Your* PLC

14. Monitoring & Reporting   Perspective

15. Your Plan   Communal
                                  Planning

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#14: Monitoring & Reports

People don't do what you expect;
they do what you inspect.

Keith Shore
Telecom Executive

If it's not monitored,
it's optional.

Brent Coley
Coordinator/Former Principal

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Monitoring & Reports

Their [*admin's*] job is to be **teachers of what will get monitored**, and then to monitor it really well.

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Administrator PLC Checklist

PLC Administrator Checklist
"Teach what will be monitored, then monitor it really well."

☐ **Communicate the Vision & Goal**
• State both vision & goal of continuous improvement at each staff meeting.
• Survey random teachers.

☐ **Vet the Documents**
• Common Unit Assessments aligned to Scope & Sequence posted to the Hub at the beginning of unit
• Common Formative Assessments aligned to Essential Standards

☐ **Monitor the Data**
• Evidence posted to the Hub at the end of the unit.
• Who gave the Common Unit Assessment?

☐ **Walk the Meetings**
• Verify attendance.
• Respond to Notes posted to the Hub.
• Coach the Teams in the PLC process.

☐ **Focus on Protocols**
• Admin Team huddles to discuss walk-throughs.
• Data analysis on PLC protocols.

☐ **Celebrate the Results**
• Publicly celebrate victories in the PLC process.
• Publicly celebrate victories in advancing the vision and goal.

• Communicate the Vision
• Vet the Documents
• Monitor the Data
• Walk the Meetings
• Focus on the Protocols
• Celebrate the Results

Problem: A lack of structure to move teachers to proficient practice

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The PLT Tracker

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#12: YOUR Plan

Communal Planning

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YOUR Plan

To say the least, **Strategic Planning** at Stevenson is and was at the Heart & Soul of work there.

They meet once per year (School Board and leadership team) where they Annual Revise their "**3-year plan**." This plan is based on three specific headers:

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YOUR Plan

1. **Goals:** Outcomes… not actions… for student and adult performance and improvement.

2. **Projects**: These are one-year actions.

3. **Initiatives**: These are 3-year or longer-term actions.

> The process then is to decide what to Stop, what to Keep, and what to Add to the following year's strategic plan.

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This Year's PLC Goals

Teachers
- Course Teams will administer 1 CFA for each *unit*.
- Course Teams will analyze the results of the CFA.

Leaders
- Admin will lead Guiding Coalitions to establish Collective Commitments.
- Admin will use a PLC tracker to monitor PLTs.

Systems
- Complete Unit Planning Organizers.
- Systematize Office Hours.
- Begin Guaranteed and Viable Curriculum for non-core courses at sites.

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Efficacy: The Archive

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Slow it Down & Plan It Out

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Questions

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Your First Step

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Our Objectives & Success Criteria

The Importance of
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The Why of Making Math Moments

High-Quality Professional Learning for Math Leaders

Clear Systems Designed to Last

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To Someone Else's Glory

The change you seek will not occur on your watch.

Dr. Sean Nank

Steven Shadel

89% Turnover

Problem: Leadership turnover that resets progress

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