

Alfred G. Zanetti School Video

“The Level 4 process gave us the tools to be the educators we need to be”

Leadership	Intentional Practices	Student Specific Support	Climate and Culture
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Guiding Question: *What can we learn from the Zanetti School about leadership, intentional practices, student specific supports and climate and culture?*

Part 1—Preview Guidance. As you watch the video, listen for how leaders and staff:

- Analyzed teaching, learning and professional culture at the beginning of the turnaround efforts to determine root causes. They describe a deep data analysis and strategic audit of past practice.
- Designed and realigned systems, structures and protocols that may or may not have been in place (resources, classroom environments, operations, discipline, pacing guides, communication) to be purposeful and aligned to instructional focus/shift and improvement.
- Communicated, developed and supported an expectation and culture for shared responsibility and accountability. They discuss a gradual release of responsibility and ownership from a top down design to teacher led and monitored over time.
- Implemented a continuous cycle for instructional improvement. They discuss their current new focus on vertical planning.

Part 2—Turn and Talk. After watching the video, consider the following questions for reflection and discussion.

- What are some of the key strategies that you heard in the video?
- What questions do you have about how turnaround practices were implemented?

Use the following list of critical components to begin to think about and discuss how your school and district teams will plan for, implement and lead this work:

- Analyzing root causes for current instructional delivery and student outcomes
- Identifying a high leverage instructional focus/shift
- Defining the instructional work so that staff can commit to it, invest fully and own the outcomes
- Creating and realigning school structures, systems and protocols to directly impact classroom practice and improve outcomes for students
- Communicating, developing and sustaining an expectation and culture for shared responsibility and accountability, as well as a mindset for continuous improvement and reflection.