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2020 Georgia Teacher of the Year
4th Grade Teacher & Instructional Mentor

Who’s In Your “Class?”
Every Data Point has a Story

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Georgia Teacher of the Year
Freddie the Falcon visited our class in May 2019. My students had just finished cleaning out our desks and the floor, when this wild falcon threw confetti everywhere! LOL!

**A Little About My Professional Background:**

- Furman University, B.A. in Sociology & Religion
- Urban Teacher Education Program at the University of Chicago
- Turnaround School Success
- Teacher Residency Mentor
- SEL, Orton-Gillingham, and Social Studies Teacher Leader
- Community Partnerships
- 4-H Club Advisor
- Community Engagement, Social Justice
Principal Leadership

Research shows that “principals play a significant role in recruiting and retaining effective teachers and ensuring their success in the classroom through maintaining a positive school climate, motivating school staff, and enhancing teacher practices” (Levin & Bradley, 2019).

“Highly effective principals raise the achievement of a typical student in the schools by between two and seven months of learning in a single school year; ineffective principals lower achievement by the same amount” (Branch, Hanushek, & Rivkin, 2013).
We know that student data pushes growth if:

1. We use it to drive decision-making at the national, state, district, school, and classroom levels.

1. Data is a part of a school’s positive school climate for teachers and students.
How can leaders create a clear vision of data collection, accountability, & equity for teachers?

Lead the way you want your teachers to teach.
1) Think about how you **SHOW UP**

- Relationships matter!
- Teacher relationships: Connect!
- Lead with your story
- Be visible
- Have an open door
2) Empower Teachers

- Teacher-Buy-in & Trust – Include Them
- Let data drive Professional Development/ PLCs
- Training, Training, and Training!
- Establish a clear vision for district/school-wide data use
- School-wide discipline policy

Who’s at your table?
Empower Teachers: SLDS

Our Starting Place:
Student Profiles
Attendance Data
Lexile Approximation

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Empower Teachers: Growth Models

- Reflect and grow
- Remember that each data point represents a child with potential, a child with a story

Schoolwide Math Growth 2018

Student Math Growth 2018 in Pendley’s Class
3) Encourage Ownership!
Ownership: Conferences
It’s All About their Arrow!
3) Focus on Growth

- **Specific** and **timely** feedback builds trust.
- Love your mistakes!
- **Accountability, accountability, accountability**

Continuous school improvement means everyone is learning, all the time.
Focus on Growth!
4) Grow Teacher Leaders

- Teacher-led professional development
- Advocate!
- Say YES!
5) Teach Equity vs. Equality

- Research continues to show that a child’s socio-economic class is the strongest predictor of their educational success (Reardon 2011; Bassak and Latham 2016; García 2015).
Equity... in every practice and decision

- Literature, assemblies, & trips—celebrate a variety of perspectives & cultures
- Student & Teacher voice is valued and solicited
- Connect learning to the REAL world
- Challenge the status quo
- Have difficult conversations
- Checking your conscious and unconscious biases

When it comes to equity, we must all commit to being disrupters.
There are large gaps between white children and their black and Hispanic classmates. The gaps are largest in places with large economic disparities.
MY STORY IS THE STORY OF THE IMPACT THAT GREAT TEACHERS HAVE ON THEIR STUDENTS
A Teacher’s Impact – My Educators Were EVERYTHING

- Hand me-downs, holiday food baskets, trips to the movies, camp
- Daily reading adventures
- Hands-on & Choice
- Real Life, Extended Learning Engagements
- Washington, D.C.
- Above and Beyond!
Dr. Bobbi Ford’s Seeds

“You can count the number of seeds in an apple, but you can’t count the number of apples in a seed.”

– Karen Jensen
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