

Reimagining Principal Supervision:

How LRSD Network I Schools

LIFT All Learners

Dr. Shana Loring, Assistant Superintendent



Who's in our Network



NETWORK I OVERVIEW

- 2 K-8 Schools
- 5 Middle Schools
- 4 High Schools
- 5 Non-Traditional Schools/Programs

The **LIFT** Framework

Our approach to educational excellence is built on four foundational components that guide every decision and action across Network I.



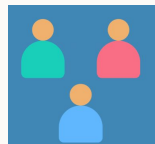
LEARN

Embrace being the lead learner, model curiosity, and a growth mindset.



INNOVATE

Use available data to think creatively and develop solutions to push the boundaries of what is possible.



FOSTER

Engage communities of practice that champion equitable, rigorous, and supportive academic spaces for every learner.



TRANSFORM

Use data, collaboration, and creativity to guide change that results in positive outcomes for all learners.



LEARN

Embrace being the lead learner, model curiosity, and a growth mindset.



- Monthly Professional Learning
- Facilitation of PD at building level
- Executive Coaching with external partners
 - Real Time Coaching
 - See it, Name It, Do It
- Learning Walks & Network Class visits
- Weekly Observation & Feedback coaching with network partners

SEE IT, NAME IT, DO IT

STEP-BY-STEP GUIDE TO LEADER COACHING

1

DETERMINE AN OBJECTIVE FOR THE WORK

- **Highest Leverage** -practice the gap that will most quickly close student gaps
- **Clear & Measurable** - easily monitored success
- **Doable** - can be accomplished in allotted timeframe

SEE IT: HOOK

- **Name the gaps** - what are the gaps that exists in the leaders/teachers practice that are tied to the objective.
- **Frontload priorities** - why is this important/critical for success

2

3

SEE IT: FRAME

- **Give Context** - Say what you will do/practice
- **Frame what to look for**- tell them what to focus on

SEE IT: MODEL

- **Live model the bite sized skill** -exaggerate each element of the technique to ensure transfer of skill (can also use a video model)

4

5

NAME IT: DEBRIEF

- **Lead debrief:** Ask about notice & wonder
- **Stamp key takeaways for practice** - highlight things that teacher/leader should be sure to do/remember

DO IT: DIRECTIONS & REHEARSAL

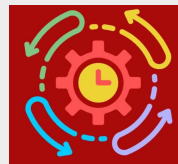
- **Plan before practice**
- **Give Clear WTD Directions**
- **Monitor & Give RTF**- Intervene to fix gaps immediately
- **Feedback and Redo** - facilitate swift feedback, redo sequence

6

7

REFLECT

- **Write action steps:** Have leader/teacher write down their action step



INNOVATE

Use available data to think creatively and develop solutions to push the boundaries of what is possible.

- Monthly Data Meetings for leaders
- Weekly Planning & Data Meetings
- Access Audits
- School Improvement Planning



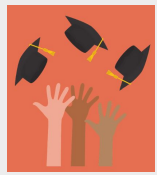


Engage communities of practice that champion equitable, rigorous, and supportive academic spaces for every learner.

- Network Instructional Priorities

- Practice 1 - Discourse
 - Write First, Talk Second, Discourse Stems(Grappling)
- Practice 2 - Aggressive Monitoring
 - Exit Tickets, Academic Monitoring Laps
- Practice 3 - See the End Goal Planning
 - Unit Plan Internalization, Lesson Plan Internalization
 - Content Mastery Teacher Actions
- Practice 4 - Collaborative Planning
 - Effective Use of HQIM, Weekly Planning Meetings (Data Meetings)





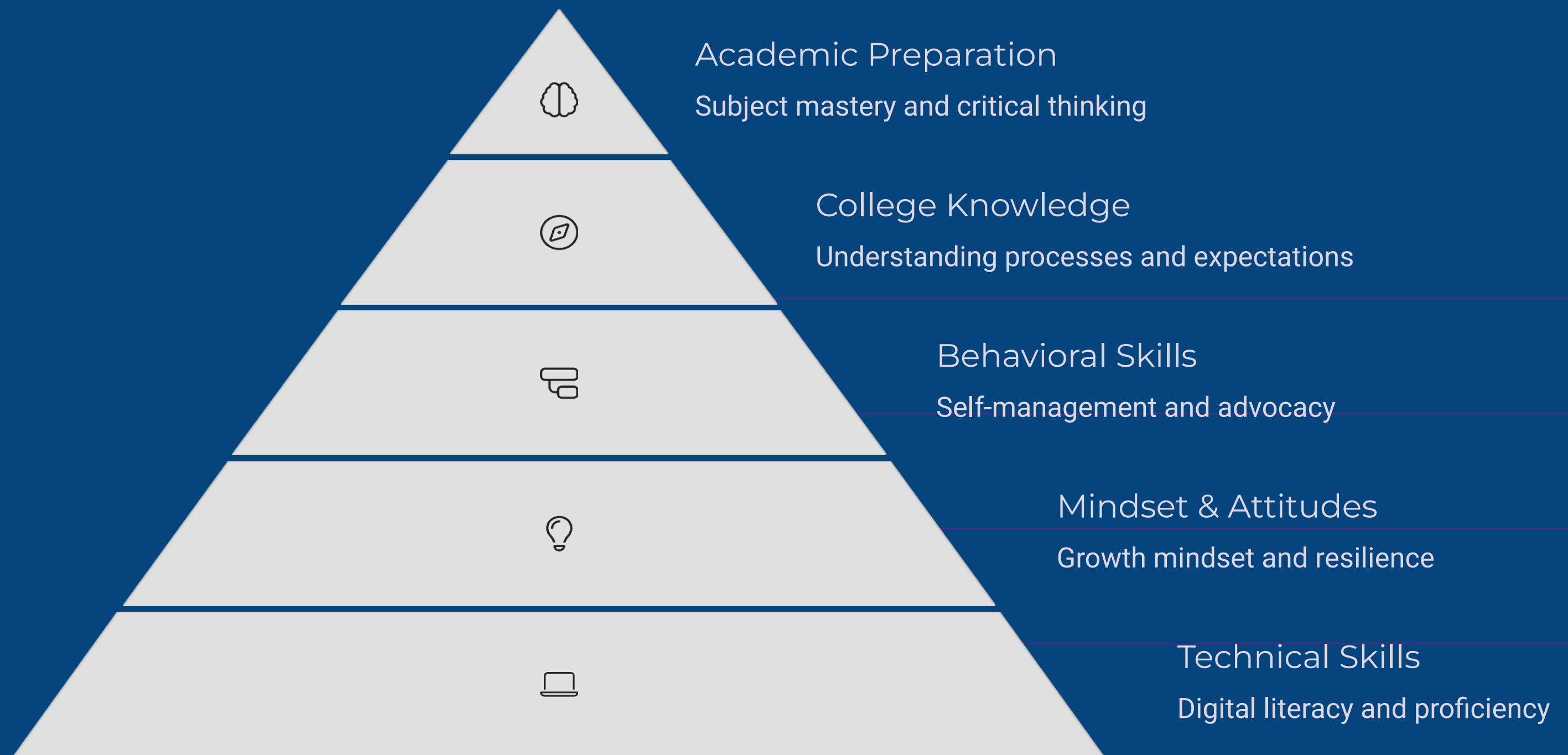
TRANSFORM

Use available data to think creatively and develop solutions to push the boundaries of what is possible.

- State of School presentations/planning
- Profile of a Graduate
 - Guaranteed Experiences
 - Focused Experiences
 - Accelerated Learning Pathways



Defining College Readiness



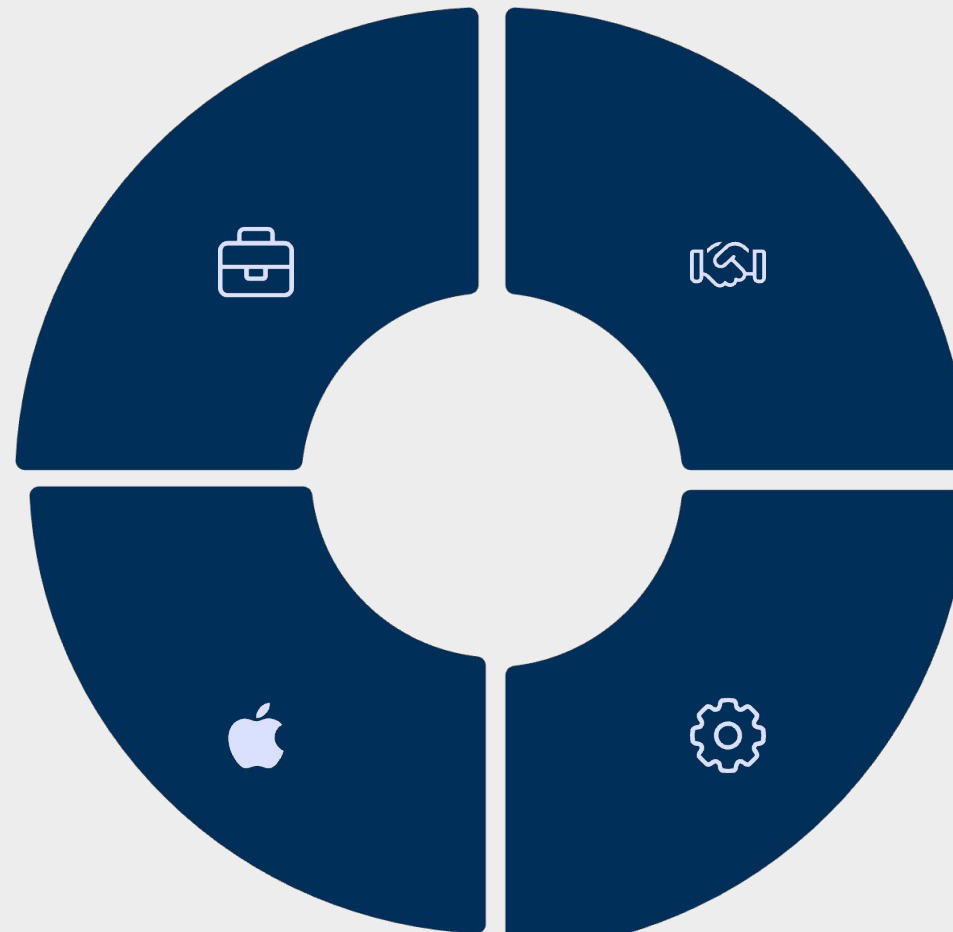
Career Readiness Characteristics

Career Awareness
Exploration, goal-setting, interview readiness

Professionalism
Reliability, accountability, initiative

Academic & Technical Proficiency
Foundational skills, digital literacy, industry knowledge

Employability Skills
Communication, collaboration, problem-solving



SUCCESS IN SECONDARY
FOUR SCHOOLS IMPROVED SCORE BY
20+ POINTS



80% OF NETWORK I SCHOOLS RATED A,
B, OR C ON SCHOOL REPORT CARD



MIDDLE SCHOOL MATTERS

All Middle Schools (8) demonstrated improvement in at least one area (ELA, Math, Science)

Five (5) Middle Schools demonstrated improvement in all three areas

HIGH SCHOOL HIGHLIGHTS

Two High Schools are above the state average graduation rate of 88.6%

One High School reached an exceptional 97% graduation rate



ON THE WAY TO A

One school improved its school rating by one letter grade — one of only five schools in the district

One school improved its school rating by two letter grades — the only school in the district to earn this distinction.



NETWORK ONE

LITTLE ROCK SCHOOL DISTRICT

Thank you.

Dr. Shana Loring
Little Rock School District
shana.loring@lrsd.org