



MAV CONFERENCE

2024

STRENGTHENING NUMERACY LEADERSHIP THROUGH TRUST TO PROMOTE COHESIVENESS.

By: Stephanie Felix



A little about me...

- CWPS for 23 years
- Learning Specialist since 2017
- In 7 years what's happened.
- TiLER is born

The rise to Middle Leadership

- What does the role look like?
- How to develop the role?
- What are the expectations?
 - PCO perspective,
 - staff colleague perspective.
- Jobs within the role.

Coaching and mentoring:

- What is the difference between coaching and mentoring?
- What does this look like?
- How to implement coaching and mentoring?
- Trust!
- What are the expectations within trust?
- Reporting to PCOs.
 - How do we do that to best inform them and yet keep the respect and trust of our colleagues?

Coaching and mentoring

Implementing coaching and mentoring?

After a lot of trial and error and debating with the PCOs, it was agreed that I would work with one team per term.

The Process:

- Teachers did a 2 minute questionnaire about their perspective of their practice. (Strengths, weaknesses, areas of concern, areas wanting to improve in)

Teacher Survey

Numeracy Observations

What are your personal goals for Numeracy this year?

Which aspects of Numeracy would you like to improve or know more about?

Are there any areas within the structure that you'd like me to focus on?

Are there any areas within the structure that you'd like me to model for you?

Are you happy for me to get involved in your lesson and participate?

Numeracy Observations 2022

What are your personal goals for Numeracy this year?

Working towards having regular, short sharp focus groups during the explore phase of the lesson.

Which aspects of Numeracy would you like to improve in?

Managing the classroom while having a focus group during the explore phase.

Are there any areas within the structure that you'd like me to focus on?

No.

Are you happy for me to get involved in your lesson and participate?

Of course!!

Numeracy Observations 2022

What are your personal goals for Numeracy this year?

- Display student work
- Improve on my open/close questioning during lessons

Which aspects of Numeracy would you like to improve in?

- Structure of the lesson

Are there any areas within the structure that you'd like me to focus on?

- Explore phase: how to encourage/support the students during this phase of the lesson

Are you happy for me to get involved in your lesson and participate?

- Yes

Numeracy Observation:		Date:
Lesson Focus:		
Structure		
Tune In		
Launch		
Explore		
Questioning/ Reflection		
Any other observations		
Feedback		
Agreed Future Goal		

[illegible]

Coaching and mentoring

Team Feedback After Observations

Area 4 Observation

Staff	Observed	Where we are at:	Area Goals:
	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> As an Area every class is experiencing all the elements of the Numeracy model. We are all at different stages of exploring, reflecting and back to exploring. Some have already begun to target children at point of need. Planning is constantly improving and we are still doing one planner for both year levels with minor adjustments. Each teacher observed has had a feedback session and given their personal goals. 	<ul style="list-style-type: none"> We are working towards doing target groups in each session, teaching at point of need. We are working towards doing a minimum of two explore and reflect sessions per class. We are working towards keeping anecdotal notes during each numeracy topic. We are working towards having anchor charts as part of our Reflections to display in our numeracy session of the classroom. We are working towards our personal goals and trying to use some of Suzanne's leadership time or my time to observe each other depending on our point of need to improve our capacity. We are working towards been conscious of our applied, where and how does it fit in? What does applied look like?
Experts		Fields	
		Tune in Target (fish bowl) Tune in/ children's mindset Explore, reflect, explore. Tune In Questioning	talents to be discovered once observed!

Area Feedback about where they are? (Start of Process)

1. As a team what did you understand?
2. What are you confused about?
3. What are some unknowns?
4. Where will you go next? (As a team what would you like to work on this term?)
5. As your Numeracy Leader, how can I help and support this new journey?
6. What resources, planning, professional development, lesson modelling would you like me to source and provide?

Feedback From Teams about the process:

Hi Steph

Here are some comments from the Area 2 team in regards to our coaching sessions;

- the questionnaire that was filled in beforehand was quick and made the session have a focus
- Steph told us in advance that she was coming and had a brief chat about her role before the session (can she join in, feed on the spot etc)
- feedback was instant and some future goals were set on a personal level (needs base)
- Steph came to a PLC and provided feedback to the team as whole - very beneficial we now know as a team that we want to work on smarter assessments and triangulating our data (Essential Assessment, anecdotal dated notes and some sort of open ended task) as a team we are going to add this into the Planner for next term
- Steph was able to provide supports /resources/advice quickly

Thanks Steph 😊😊😊

Benefits of this process

This process was successful as:

- It kept me focused
- It kept the PCOs informed of my whereabouts while learning more about staff
- It helped develop trust amongst the staff and with myself
- The staff felt comfortable as they understood the process and knew the expectations
- It encourage autonomy amongst teams
- It increased staff capacity and provided a space to have discussions about misconceptions within the practice, delivery of topics or assessment and its implications
- It provided me with concrete evidence of my work and the impact that I had on my colleagues, parents and students. (Fill the bucket moments)

RESOURCES

Readings in Leadership Coaching by: Growth Coaching International

Making Mentoring Happen by: Kathy Lacey

Blended Coaching by: Bloom, Castagna, Moir and Warren

Real Questions by: Adam Voigt

Teaching WALKTHRUS by: Tom Sherrington and Oliver Caviglioli

Clarity by: Sharratt

Mathematicians/Gurus/Mentors

MAV Team: Jen Bowden, Ellen Corovic, Michael Minas

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THANK YOU

QUESTIONS

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