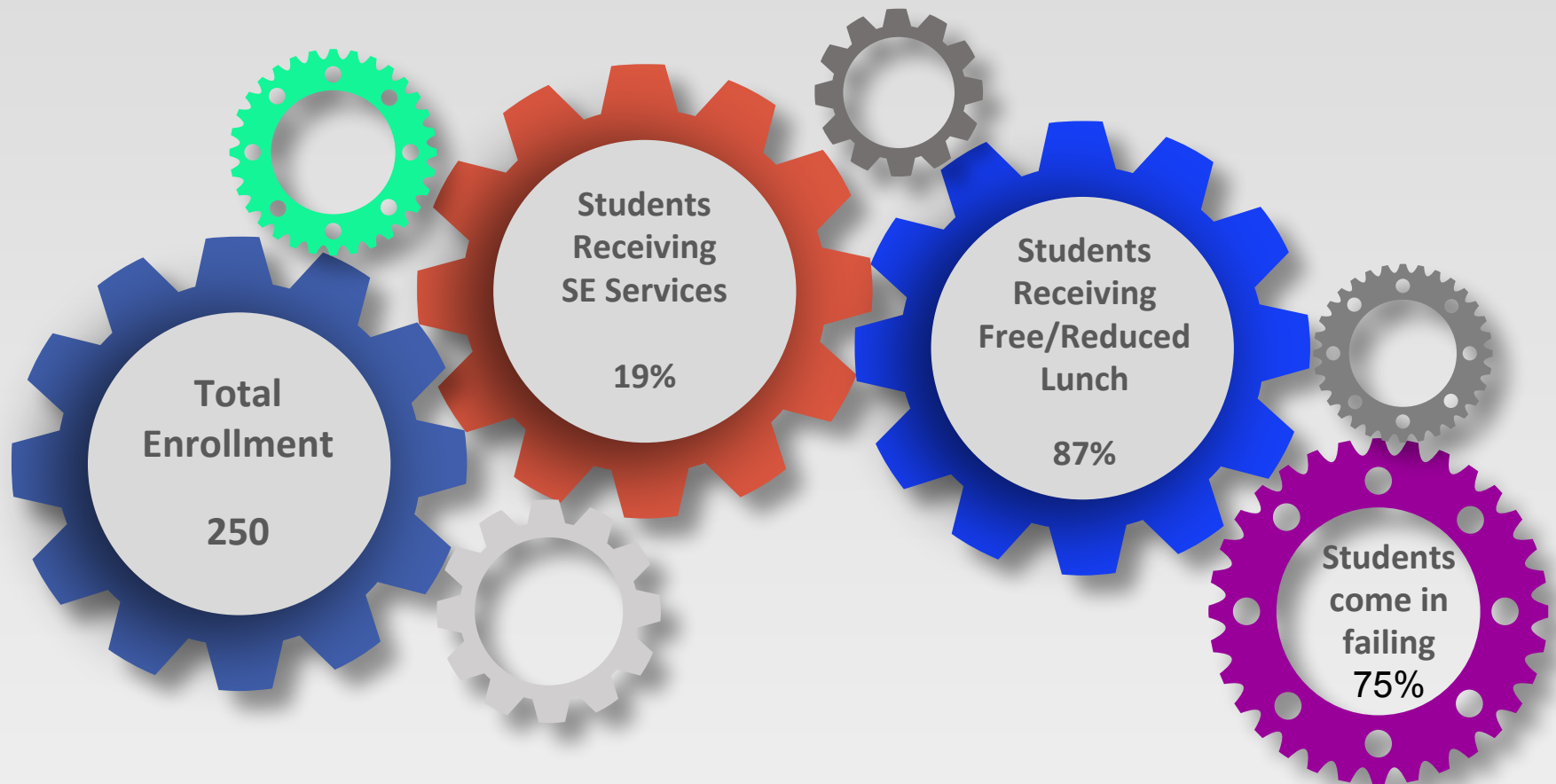




# Building Capacity

Teacher Perspective

# La Sierra School Demographics



# **IN THE BEGINNING, this was our culture...**

“Just get my kid to graduate high school.”

“We don’t have enough variety of courses.”

“Students can’t take the placement test; they aren’t there yet.”

“I can’t go to a four year college after graduating from La Sierra.”

“You don’t qualify for chemistry; you don’t have the proper prerequisites.”

“As a teacher, I am not involved in the decision making.”

“Don’t talk, just complete the worksheet.”

“I’m bored.”

“I don’t know what I am going to do with my life.”

# Changing the Culture of the School Starts with YOU!



## The Shift in Culture

*“A group of volunteers attended a conference that would help them face the reality that they were doing a disservice to their kids. They came home with a plan to change the school forever...”*

How did our culture change and how did we get teachers on board?



# Buy-in / Ownership/Administrative Support

- Teachers attend conferences/trainings together
  - With teachers presenting it was easier to get staff buy-in (not staff-down)
- Volunteers
- Open-door policy to build trust
- Time
- Money
- Creative perks
  - Flex day
  - Sub day
  - Food/Masseuse
- Monday Success/Monday Matters
- Feedback on classroom observations

## Consistency for Teachers

"IF WE DON'T  
**FOLLOW** THROUGH,  
WE WILL ALWAYS  
**WONDER** WHAT  
MIGHT HAVE BEEN."

CRYSTAL MCDOWELL  
LUKE 14:30



# Collaborative Staff-Meetings

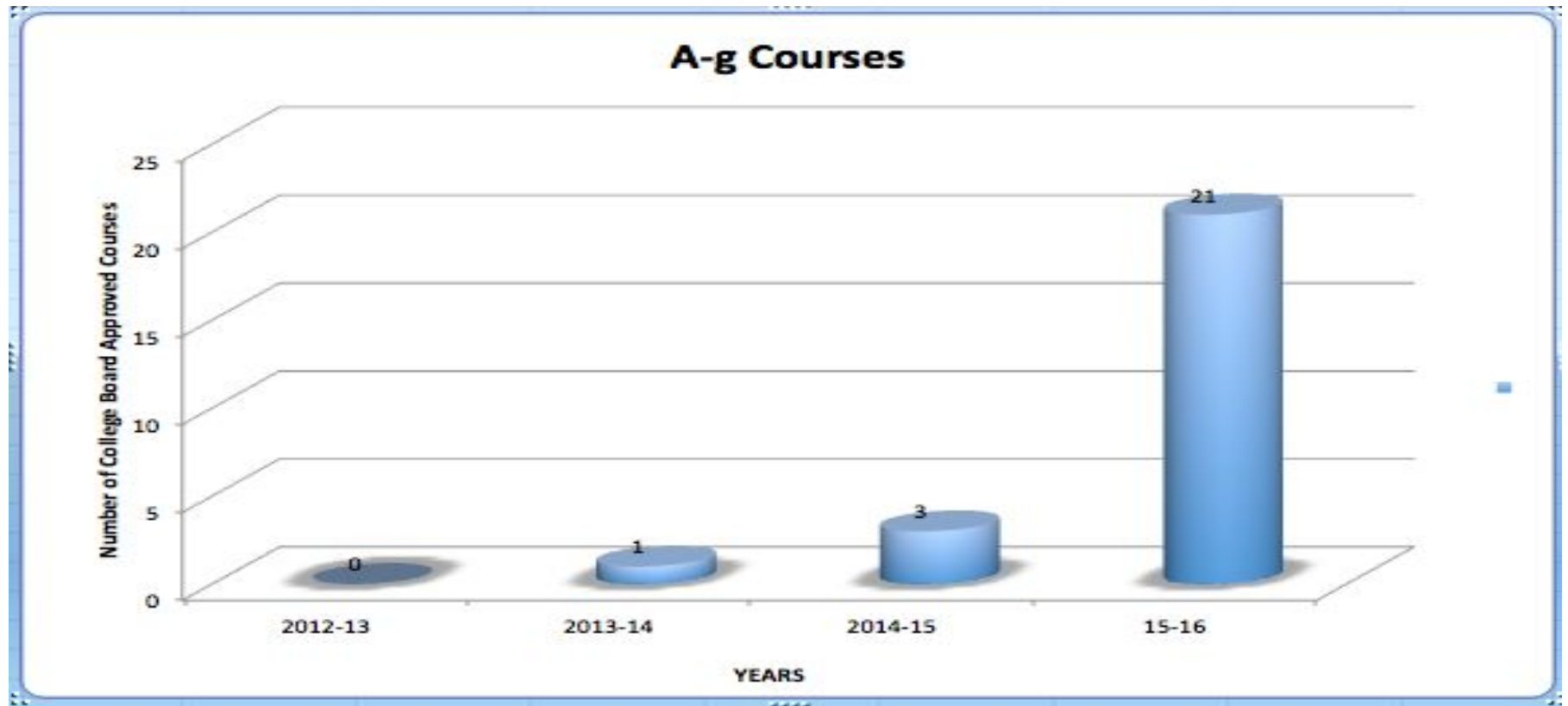
- Modeling/Sharing
- Respect Time
- Teacher Led Agenda
- Review Vision and Common Goal



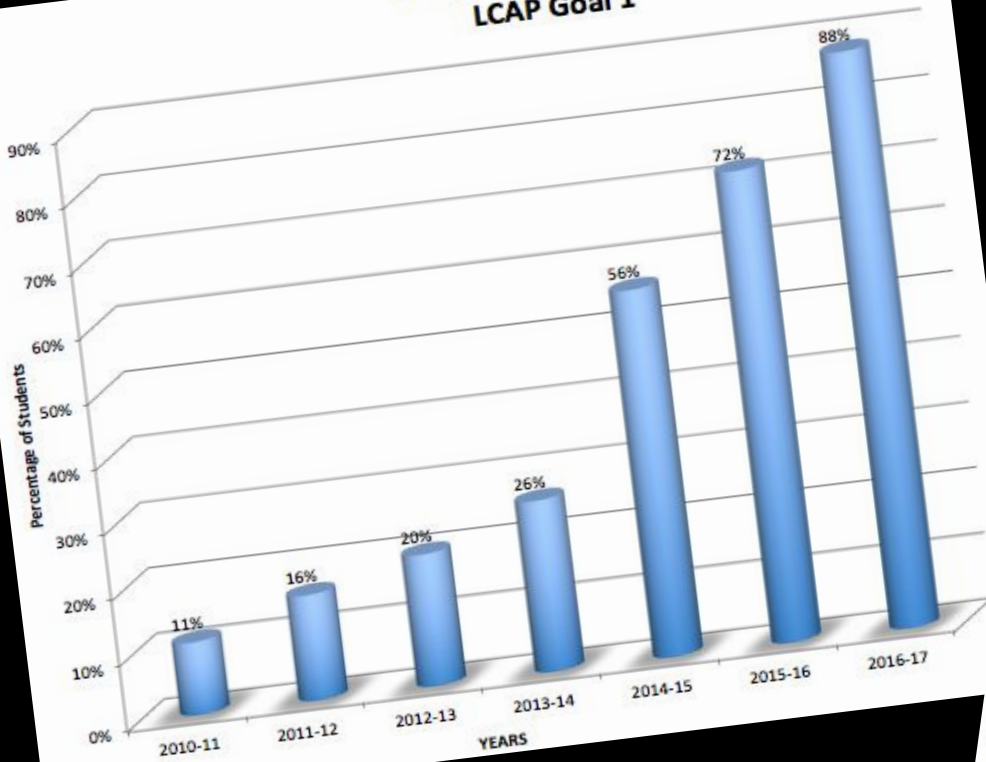
# Fierce Conversations & Trust

- Open-door policy
- Family
- Level of safety
  - Opinions matter
  - Mistakes are ok
  - Think outside the box
  - Freedom to try things without repercussions
- Administrator takes the time to get to know staff
- Staff buy-in
- Teachers are encouraged to think outside the box
- Facilitator skills

# The Effects of Building Capacity

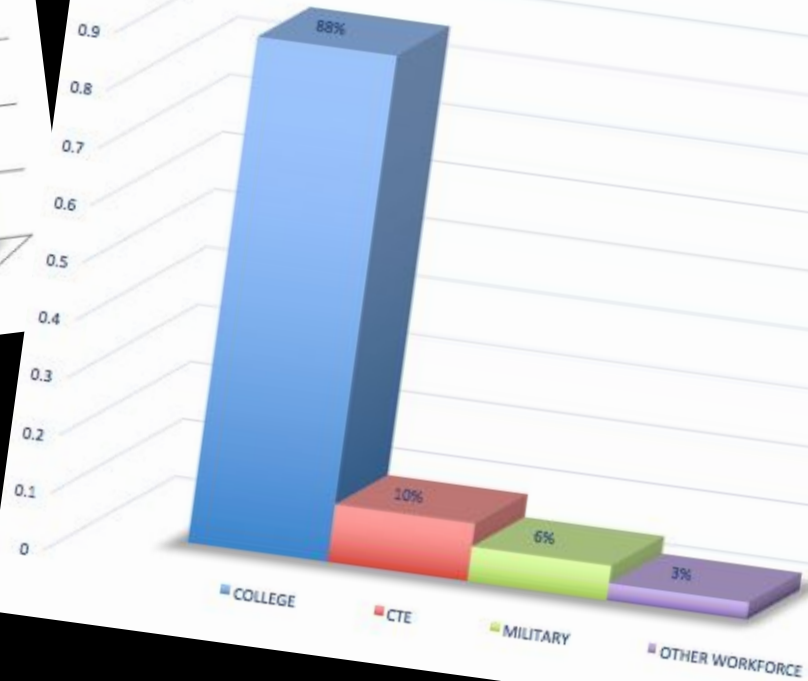


### College Bound Students LCAP Goal 1



## LCAP Goal 3 College & Career Readiness

### POST SECONDARY PATHWAYS 2017 GRADUATES



## What Teachers Say Now - taken from staff survey 2017

- “At staff meetings, teachers are now reporting on what they are doing and learning instead of just hearing information from administration.”
- “In the past we came to work and were told what to do. Now we come to work and create what needs to be done.”
- “We have a voice and feel included in the decision-making.”
- “We are no longer top-down, but a team working for what is best for the students”

# Fantastic Four...

- **Focus** on long-term goal (with the)
- **Freedom** to Fail (by having)
- **Fierce** Conversations (with a)
- **Family** Feeling

# Questions & Comments

