

Welcome.....  
Implementing Tribes





# Getting Started

- **Give**
  - \* **Prior positive experience with Tribes**
  
- **Get**
  - \* **Goals for today (and beyond)**

# Beyond the Workshop\*

## ● Reactions

- \* Did you like it?

## ● Learning

- \* What did you learn?

## ● Organizational Support

- \* What structures exist that will support systemic implementation? (importance of Principal)

## ● Application of Knowledge & Skill

- \* Evidence of implementation, need for follow up

## ● Impact on Student Learning

- \* Multiple indicators

Nice



Critical



# Implementing Tribes

- **Welcome/Overview**
- **Sharing a Success**
- **Powerful Themes**
- **Issues & Wishes**
- **Sharing Strategies & Resources**
- **Tips/Ideas to Consider**
- **Action Planning/Next Steps/Surveys**

# THE TRIBES TRAIL



- ATTENTIVE LISTENING
- APPRECIATION NO PUT-DOWNS
- MUTUAL RESPECT
- RIGHT TO PASS

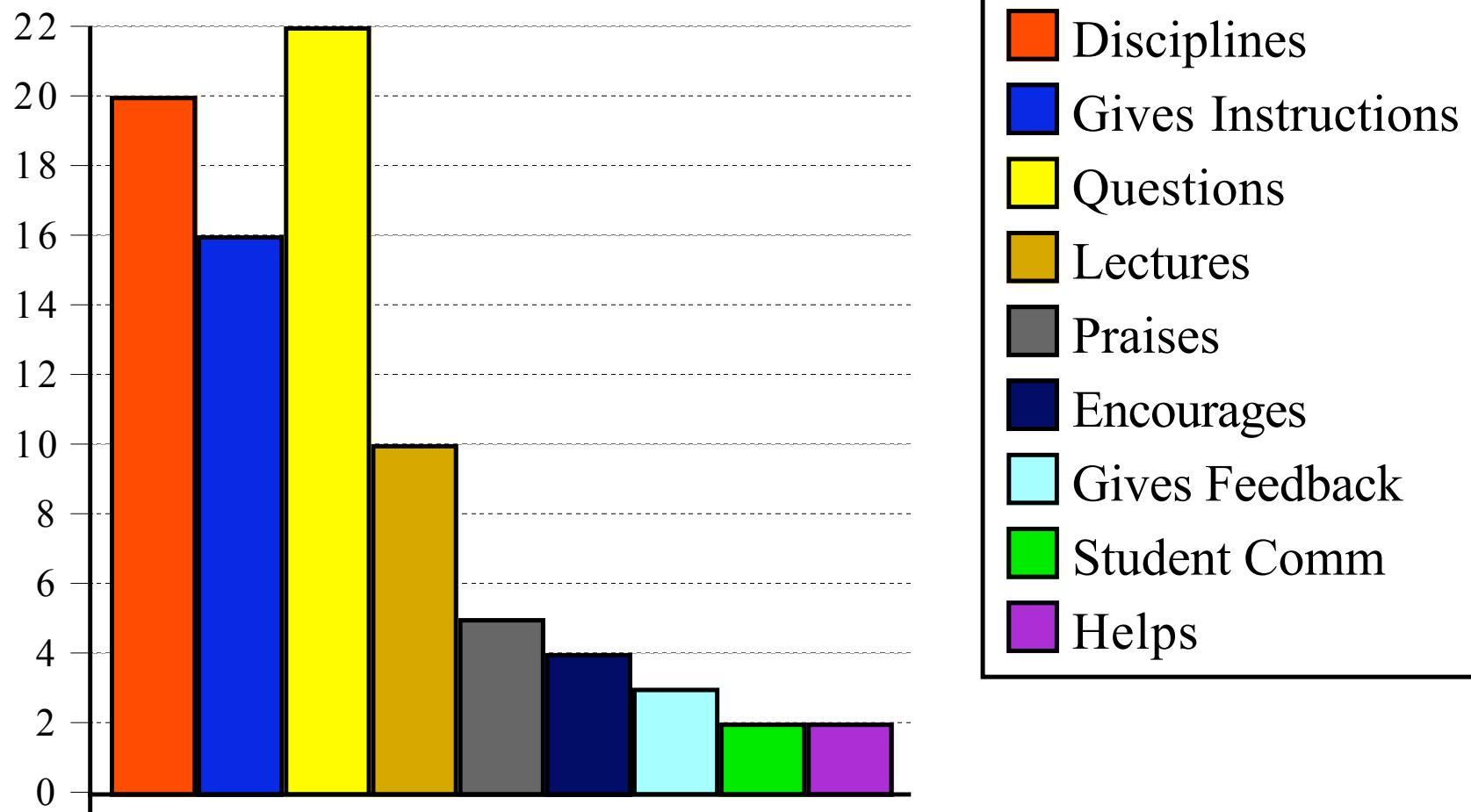


FACILITATOR'S ROLE: TRANSFER RESPONSIBILITY TO GROUP



# Implementing Tribes

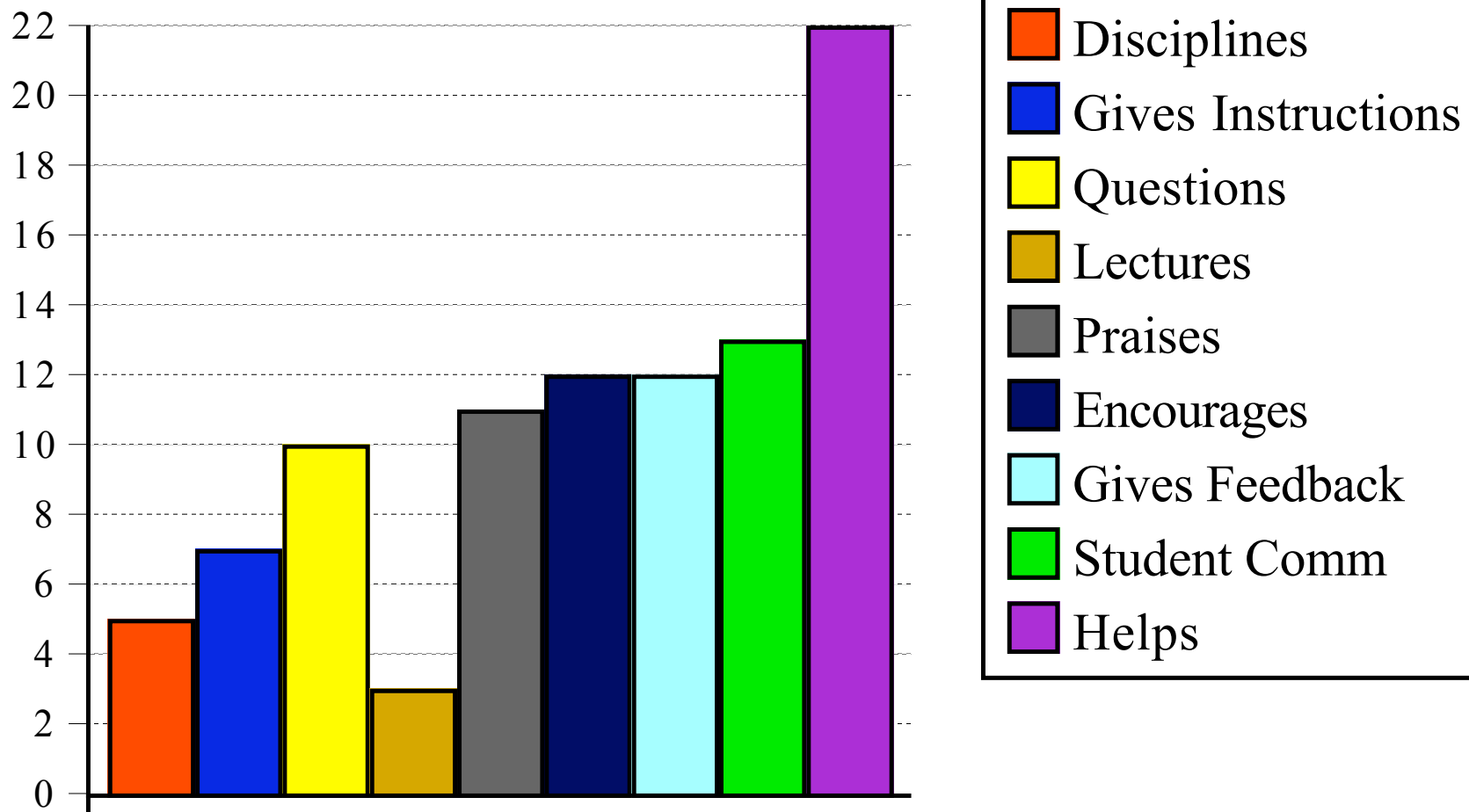
## Whole Class Instruction





# Implementing Tribes

## Community of Learners





# Community Agreements

- **Attentive Listening**
- **Mutual Respect**
- **Appreciation/No Put Downs**
- **Right to Pass/Participation**



# Implementing Tribes

**As you think about your commitment to making a difference for students, *tell a story* about the best experience you have had so far this year**

- **Without being humble, what skills, values and attitudes do you bring to your work that contributes to your students' successful engagement in learning?**
- **If you had 3 wishes for the balance of this school year, what would they be?**



# Attentive Listening

- **Attending**
- **Non-verbal encouragement**
- **Paraphrasing**
- **Reflecting Feelings**



# Attentive Listening





# Implementing Tribes

**As you think about your commitment to making a difference for students, *tell a story* about the best experience you have had so far this year**

- **Without being humble, what skills, values and attitudes do you bring to your work that contributes to your students' successful engagement in learning?**
- **If you had 3 wishes for the balance of this school year, what would they be?**



# Appreciative Inquiry: Sharing Success

- **Interview in Pairs > 7.2 minutes each**
- **Form Groups of 6 - 8 > share your partner's story (2 - 3 minutes per pair)**
- **Discuss “themes” that emerged as you shared successful practices**



# Themes of Success

**Induction**

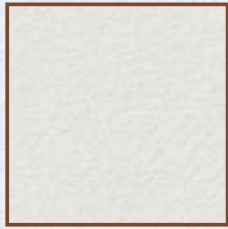
**Ongoing  
PD**

- **Connecting with Students**
- **Passion for Teaching**
- **Attributes Based Approach**
- **Importance of School Culture**

# Implementing Tribes

- **Share issues you are encountering and “wishes” you have for your classroom**
- **As a group, reach consensus on the TOP 3 and record on the stickies provided**
- **Identify an area that speaks to you most powerfully**
- **Share specific ideas/strategies/resources that could be used to address the issue/concern**

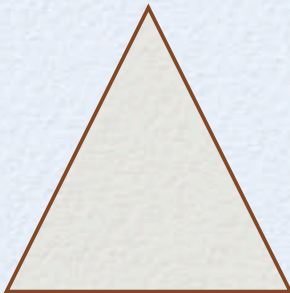
# Review of Morning



- **Something that “squared” with me (i.e. validated prior understanding)**



- **A question that is still “circling” around in my mind at this point**



- **Something I learned that could form the “base” of future knowledge**



# Building Effective Classrooms





# Building Effective Classrooms



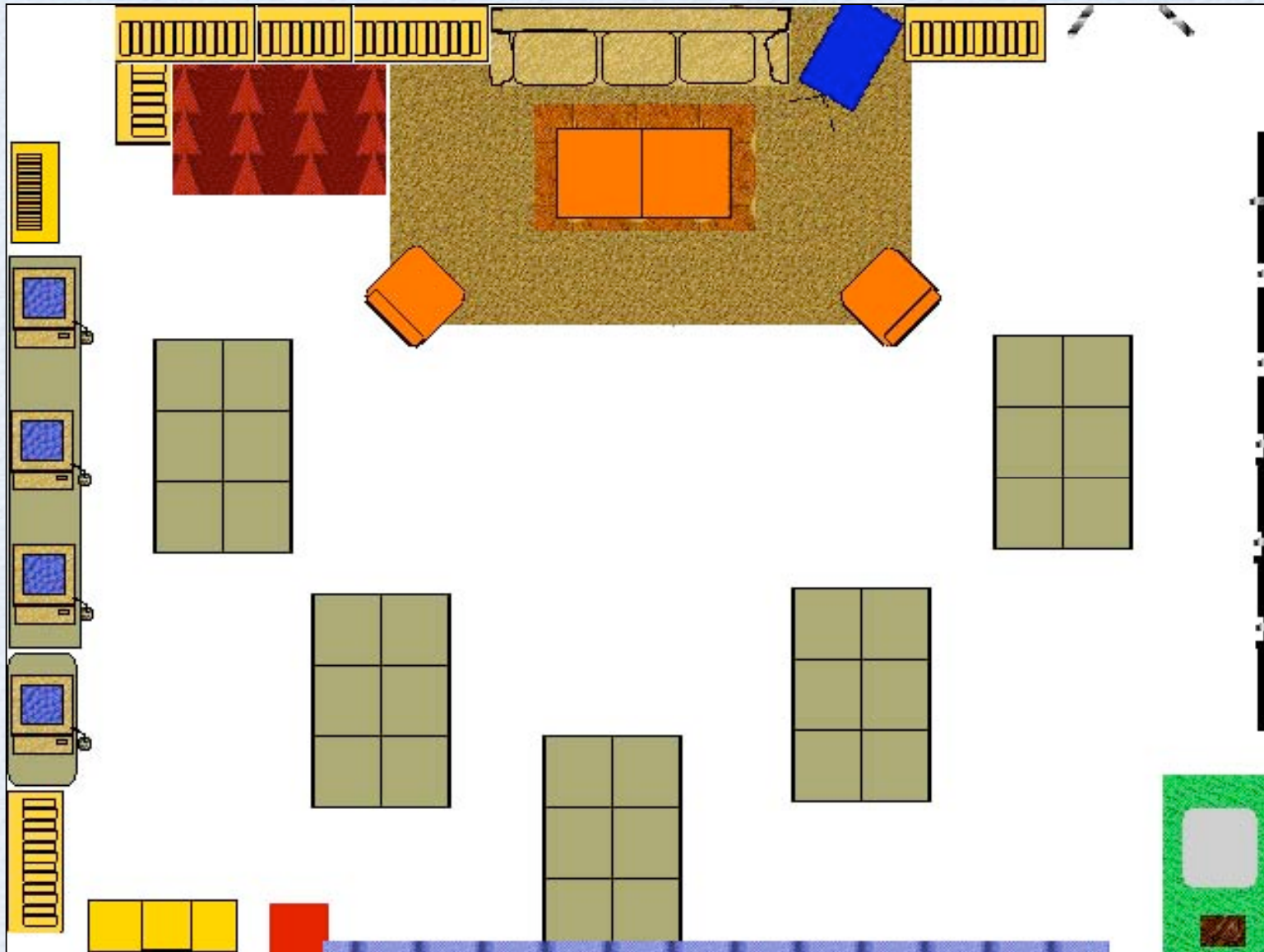


# Building Effective Classrooms





# Building Effective Classrooms



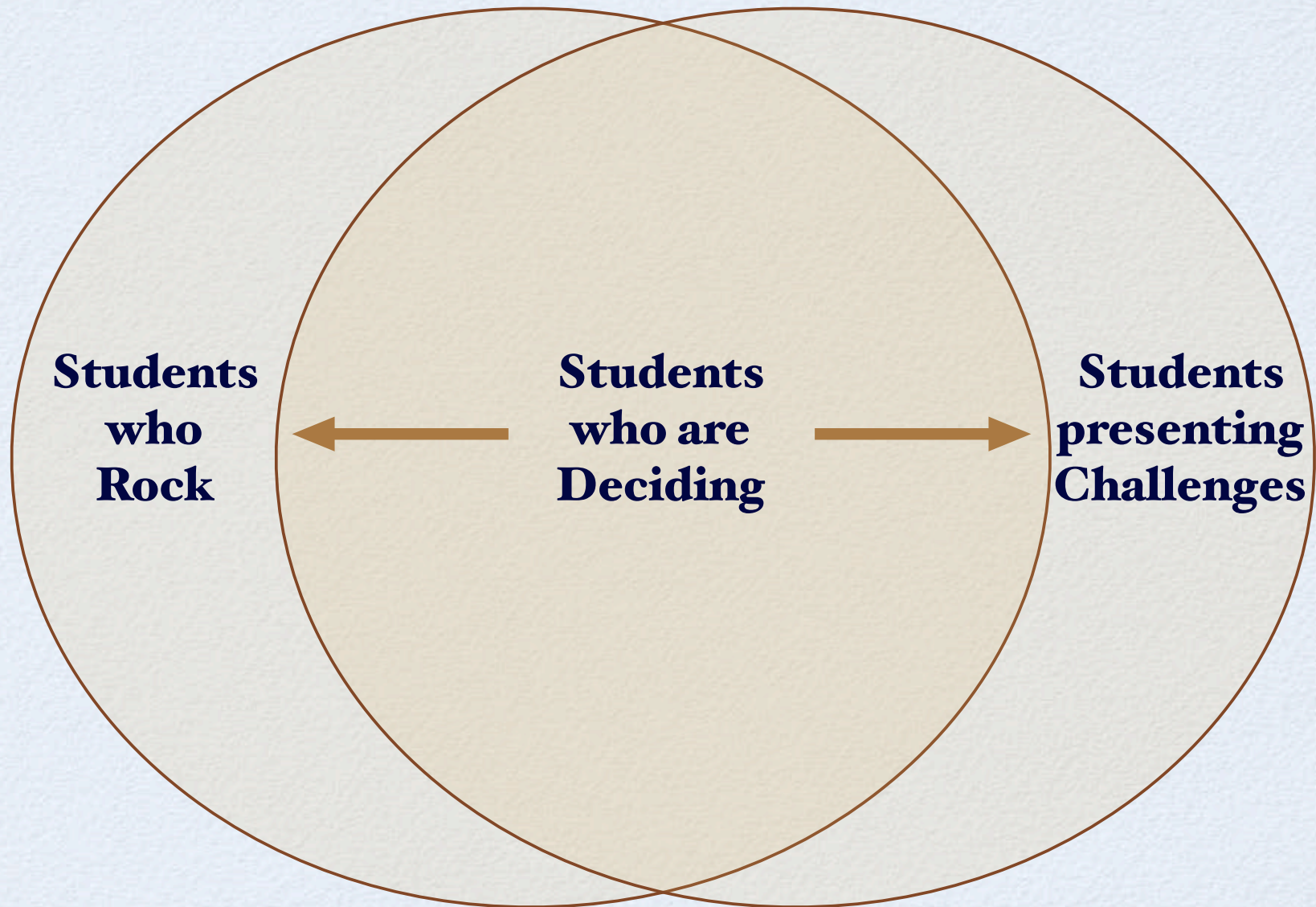


# Building Effective Classrooms

- **A Signal**
- **Building Inclusion**
- **Talk Time**
- **Inflating vs Deflating**
- **Choices**
- **Consequences**

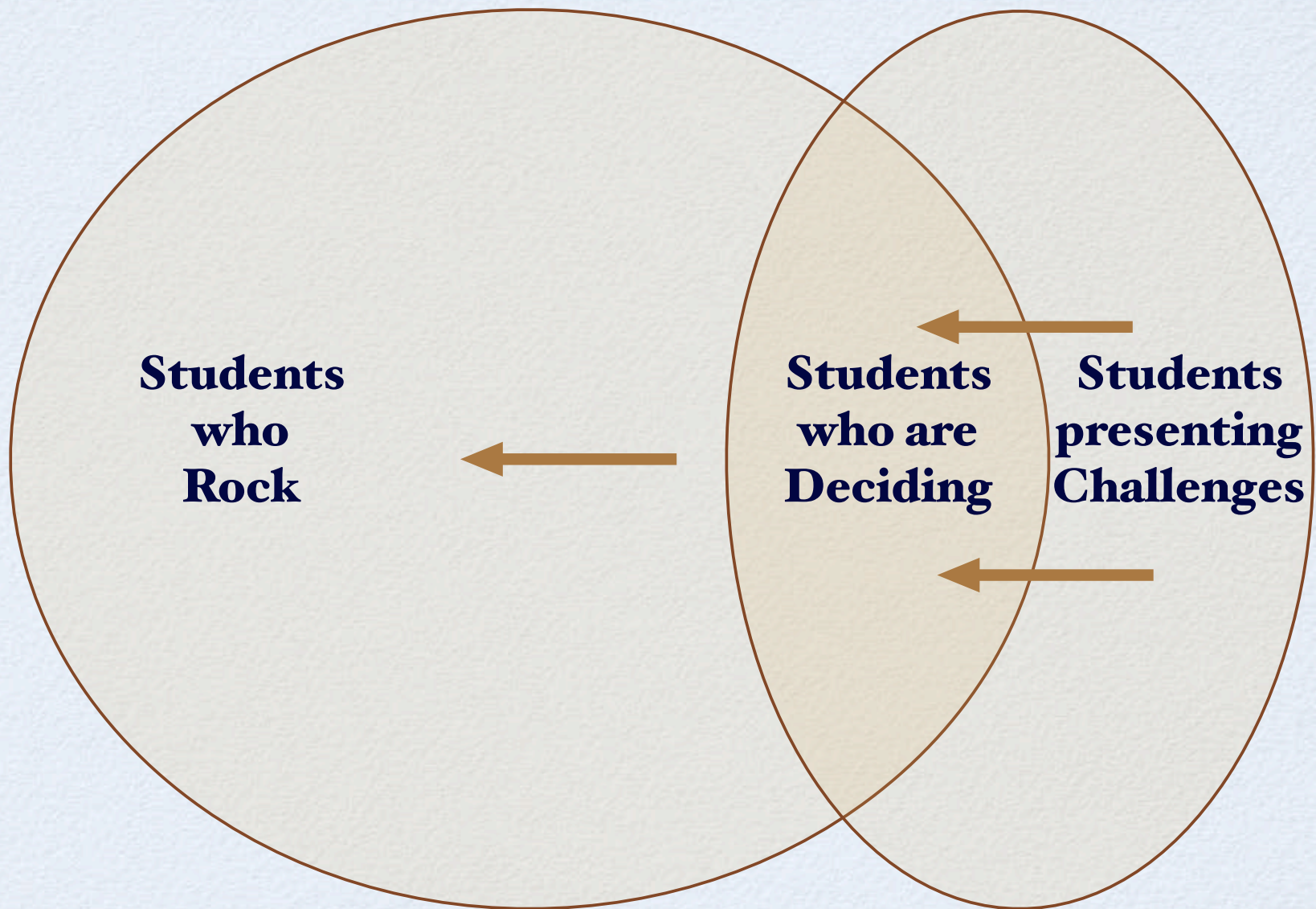


# Building Effective Classrooms





# Building Effective Classrooms





# Action Planning by Assignment

- **Planning**
- **Introducing**
- **Modeling**
- **Monitoring**
- **Intervening**
- **Reflecting**

## Surveys/Next Steps

- **Fall surveys are on BT Resources site:**  
**<http://schools.tdsb.on.ca/asit/standards/btstart>**
- **Building Effective Classroom Resources:**  
**<http://schools.tdsb.on.ca/asit/standards/btstart/building.asp>**
- **Tribes Course(s) on Key to Learn**  
**New Teacher Information (Jan, Feb, April)**  
**Instructional Development (Dec, TBA)**




# Job Embedded Learning Initiative (JELI)

- **School-based planning/pd with a Mentor**
- **Classroom Exchange visits**
- **Up to 5 total days of release time  
(e.g., 3 days for BT + 2 days for Mentor)**
- **JELI form is on BT Resources site:  
<http://schools.tdsb.on.ca/asit/standards/btstart> or  
inside New Teachers.TEL**
- **List of “example classrooms” will be posted in New Teachers.TEL and sent to FOS Cmtees**

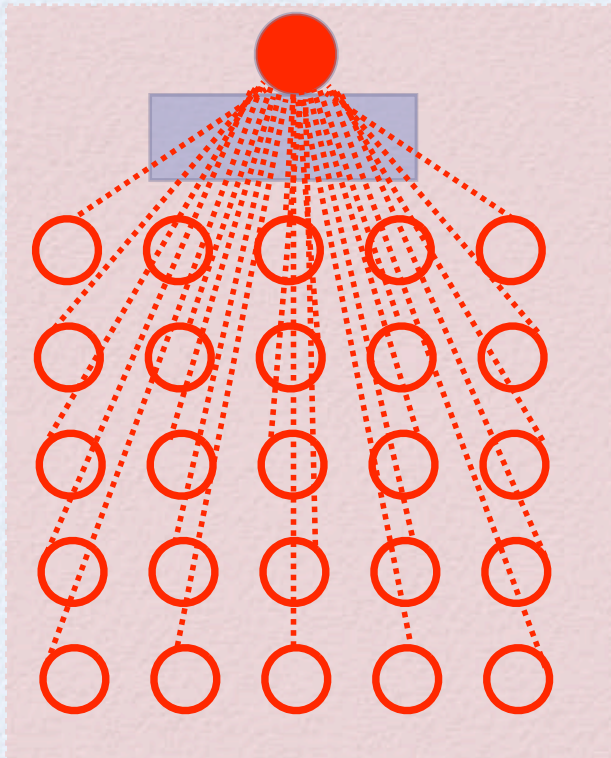


# Making Intention Transparent

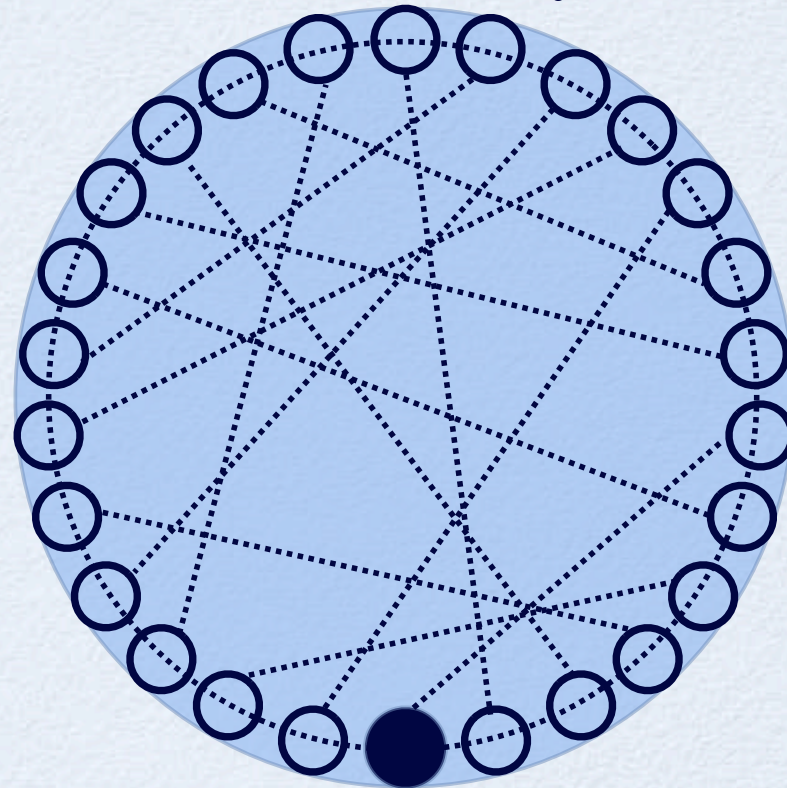
<b>STRATEGY</b>	<b>SOCIAL / COLLABORATIVE</b>	<b>CONTENT</b>
<b>Table Circle</b>	<ul style="list-style-type: none"><li>• <b>Building Inclusion</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Establishing Learning Goals</b></li></ul>
<b>Appreciative Inquiry</b>	<ul style="list-style-type: none"><li>• <b>Attentive Listening</b></li><li>• <b>Reaching Consensus</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Developing themes of successful practice</b></li><li>• <b>Sharing ideas/resources</b></li></ul>
<b>Milling to Music</b> 	<ul style="list-style-type: none"><li>• <b>Reflecting on Experience</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Revisiting Learning</b></li></ul>
<b>Action Planning</b>	<ul style="list-style-type: none"><li>• <b>Solving problems creatively</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Developing Implementation Plans</b></li></ul>
<b>2 Compliments</b>	<ul style="list-style-type: none"><li>• <b>Expressing Appreciation</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Modeling Learning</b></li></ul>

# Building Effective Classrooms

## Compliance



## Community



**(Jerome)**

**Jim Strachan**  
**Project Leader:**  
**Support for Beginning Teachers**

**416, 394-7261**

**Jim.Strachan@tel.tdsb.on.ca**

**<http://schools.tdsb.on.ca/asit/standards/btstart>**

