

Your 2025-26 Instructional Leadership Plan



Creating a Research-based, Practical &
Authentic Roadmap to Teacher Growth,
Supervision & Evaluation

July 9, 2025 (1:30 - 4:00)

Land Acknowledgement



B

Welcome & Rapid Introductions



[Intro Slides](#)

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What's The Plan?

- 1:30 - Welcome, Introductions & Norms
- 1:40 - Instructional Leadership & TGSE Roadblocks
- 1:50 - **Part One: Culture, curiosity & clarity**
- 2:20 - Movement Break
- 2:30 - **Part Two: Purposeful presence & visibility**
- 3:00 - Room Connections - Four Corners
- 3:10 - **Part Three: Data, teams, learning**
- 3:40 - Reflections & One take-away
- 3:58 - Out of the gate by 3:58

AGENDA

Norms For Our Time Together

- Safe, honest dialogue & sharing
- Theft of good ideas
- Be present, engaged, and vulnerable.
- Ensure equal voice and input.
- Sit and 'give' trumps sit and 'get'.
- Leave here today with a concrete 2025-26 plan
- We can all learn from each other
- If you're wondering, others probably are too
- Get curious, not judgemental
- Keep it in the room



C&R

LQS Competencies

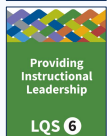


Leading a Learning Community

LQS 4

Leading a Learning Community

A leader nurtures and sustains a culture that supports evidence-informed teaching and learning.



Providing Instructional Leadership

LQS 6

Providing Instructional Leadership

A leader ensures that every student has access to quality teaching and optimum learning experiences.



Fostering Effective Relationships

LQS 1



Modeling Commitment to Professional Learning

LQS 2



Embodying Visionary Leadership

LQS 3



Managing School Operations and Resources

LQS 5

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What Problem Are We Trying To Solve?



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Instructional Leadership Roadblocks

Scenario

Genevieve and Ken have just completed their first year as an admin team. Despite their extensive experience, they were unable to accomplish their IL & TGSE plans and obligations. They had great intentions to meet with teachers to review their **growth plans**, be **visible** and helpful in classrooms, **observe** lessons, **reflect** with teachers, use **data** to improve learning, and lead a learning community with **clarity and direction**. But, sadly, none of things really materialized. And now, they plan for year 2.

As a table:

- Identify **seven key roadblocks** that may have prevented Genevieve and Ken from achieving their IL& TGSE goals; and
- Give **three pieces of advice** for them as they begin year two.

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Part One: Culture, curiosity and clarity



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Enhance a positive school culture

A school's culture is defined by the daily interactions between leaders, teachers, and students. Strong instructional leadership makes those interactions purposeful and inspiring.
(Michael Fullan)

- Maintain **relational trust** and **respect**
- Foster **collaborative structures**
- Recognize and **celebrate successes**
- **High Expectations** aligned with **High Support**
- **Respond proactively** to challenges and conflicts



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Be curious & energized by teachers' work

"Effective principals aren't just evaluators of teaching; they are fascinated by it, eager to learn alongside their teachers."
(Richard Elmore)

- Be **habitually visible** in classrooms
- Ask **reflective, strengths-based questions**
- Celebrate **innovation** and **risk-taking**
- Seek **evidence from PGPs**
- Model **curiosity** and **humility**
- Celebrate student **learning success**



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Build a Professional Culture that Capitalizes Teacher Efficacy

"Leaders who focus on improving teacher efficacy improve the collective ability of the school to deliver high-quality education"
(John Hattie)

- Believe **all students can learn** and **all teachers can grow**
- Strong **professional learning communities**
- Celebrate progress - **"What we do matters"**
- **"We're in it together"** attitude
- Opportunities for **teacher leadership**
- Respect the **wisdom in the room**



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Culture, Curiosity & Clarity

Table Protocol

- **6 min - Idea Theft:** Chairperson provides each participant with 60 seconds to share best practices, strategies, research or authentic plans in this area of instructional leadership. (No feedback or questions during this round)
- **4 min - Clarification:** Participants have an opportunity to provide warm feedback and/or ask questions of clarification.
- **10 min - Your 2025-26 IL Plan:** Participants have 10 minutes of deep work to formulate key points in this section.

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Movement Break



Part Two: Purposeful Presence & Visibility



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Be Purposefully Present in Classrooms

"If you want to improve teaching and learning, start by being present. Listen, observe and engage where learning happens - in the classroom."

(John Hattie)



- Genshi Gembutsu- **Go where the work happens**
- Observe through the **lens of student experience**
- Evidence of alignment- **what's visible, what's emerging, what's missing?**
- Admin Team Reflection- **what trends are you seeing?**
- **Evaluation** for new teachers and rare cases with HR

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Escape the Big Magnet that Pulls School Leaders Into Their Offices

"School leaders who prioritize instructional leadership have nearly four times the impact on student achievement compared to those who focus primarily on administrative tasks."

(Viviane Robinson)

- **Prioritize IL Time** in Your Calendar- **Block it and Protect it**
- **Logistical strategies and workflows**- delegate, streamline
- **Clear structures and communication** with admin team and office staff
- **Track and reflect on your time**



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Focus on Classrooms & Avoid Distractions

"The most effective school leaders block out the distractions of the world, keeping their attention on what matters most - improving teaching and learning"

(Kenneth Leithwood)

- Communicate **instructional priorities**
- Model **focus and calm** leadership
- Create **protected structures** that enable collaboration
- **Filter and buffer** unnecessary distraction
- Moral imperative- **every student, every day, whatever it takes**



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Purposeful presence and visibility

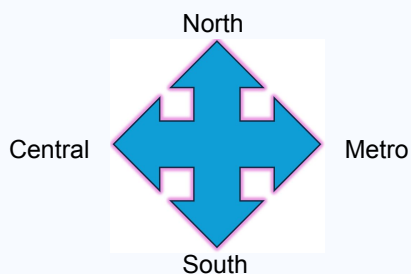
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Connecting - Four Corners

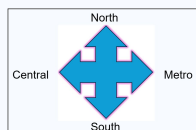
Movement Break



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Connecting - Four Corners

Movement Break



1. What is one thing you are excited about in your plan?
2. What is one thing you are stuck on in your plan?

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Part Three: Data, Teams & Learning



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Improve Student Learning

"Strong instructional leadership ensures that professional learning is not an event but a culture - one that continuously improves teaching and student success."
(Douglas Reeves)



- Lead and model a **learning community**
- **Clear frameworks for quality instruction**
- **Normalize** ongoing **professional growth**
- Multiple forms of **evidence to monitor impact** on student learning
- Explicitly **link professional learning** to **student outcomes**

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Use Student Data in Meaningful Ways

"Instructional Leaders use data not to judge teachers, but to guide and support them in improving student outcomes."
(Robert Marzano)



- Frame **data analysis** as a **mirror not a hammer**
- Consider **multiple forms of data**- tell your story
- Create **structures** for **collaborative data reflection**
- Classroom Visits that **collect "street-level data"**
- **Data-Literate Admin teams** reflect on data

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Celebrate Quality Assessment and Planning Practices

Leaders who recognize and celebrate strong planning and assessment practices help create a culture of high expectations and continuous improvement in their schools"
(Thomas Guskey)

- Opportunities for teachers to **see** and **learn from each other**- gallery walks, learning sprints, peer-observation, shared plans
- **Planning** and **assessment** as a **collaborative practice**
- **Psychological Safety**- strengths and stretches
- **Leverage mentorship** opportunities



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Data, teams and learning

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Thank you!

Resources

What's one take-away that you are leaving with today? It could be:

- **Something** you learned;
- **A concept** that you are thinking about;
- **An observation** of the day or of the process;
- **An idea** about your school or department;
- **One thing** that you are still wondering about;
- **Anything** that you are proud of; or
- Just **something** that you'd like to share with the group.



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Resources

Questions, Resources & Follow-up

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Template Download