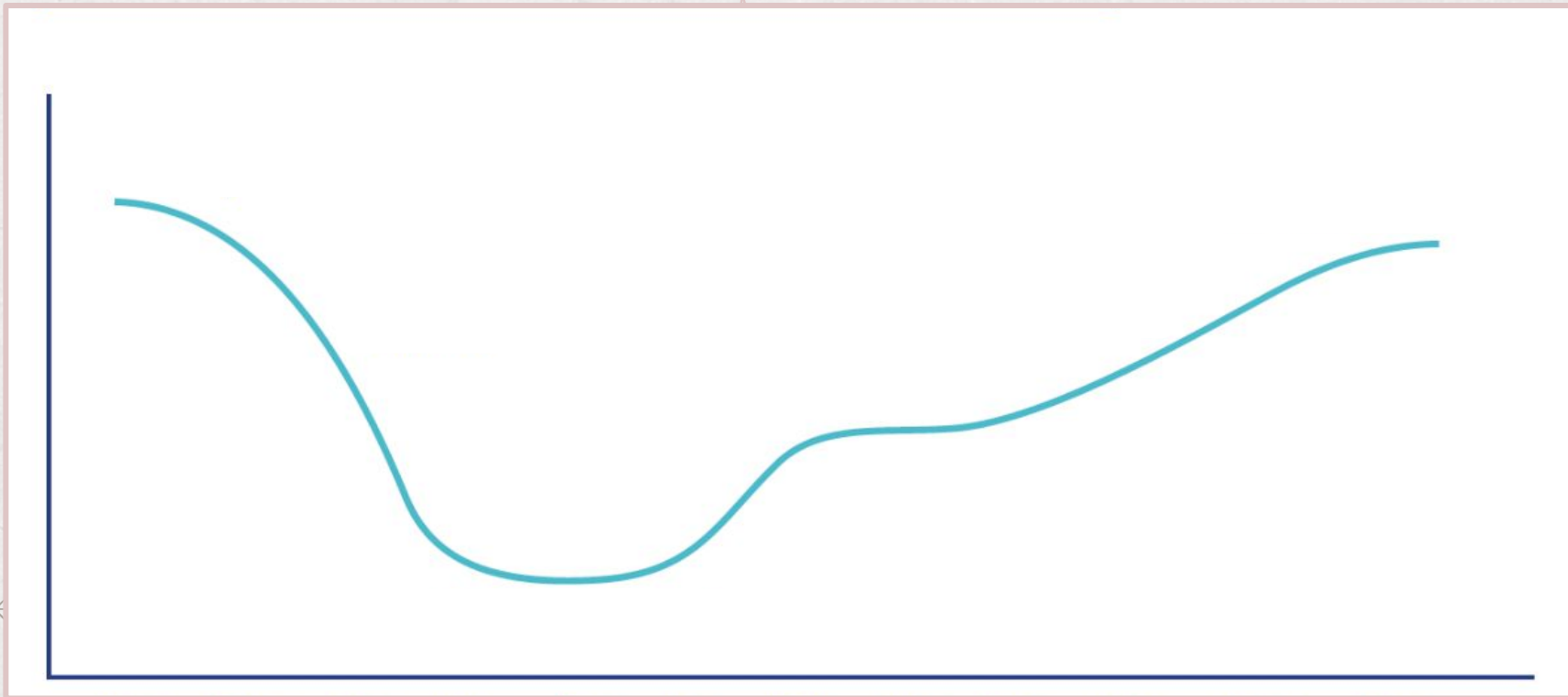


Welcome!

What are three things this graph could possibly be about?



*Thank you, John Antonetti!

Welcome!

- Cross out ideas that are no longer true
- Adapt ideas that COULD still be true



Welcome!

What is this graph about?
Create a title!



Welcome!

What do you notice?
What do you wonder?

PHASES OF FIRST-YEAR TEACHERS' ATTITUDE TOWARD TEACHING





Anthology:

Tales from a SAM Marriage

Magdalen Neyra - SAM Principal
Ilisa Metter - SAM Instructional Coach





SAM Conference 2023



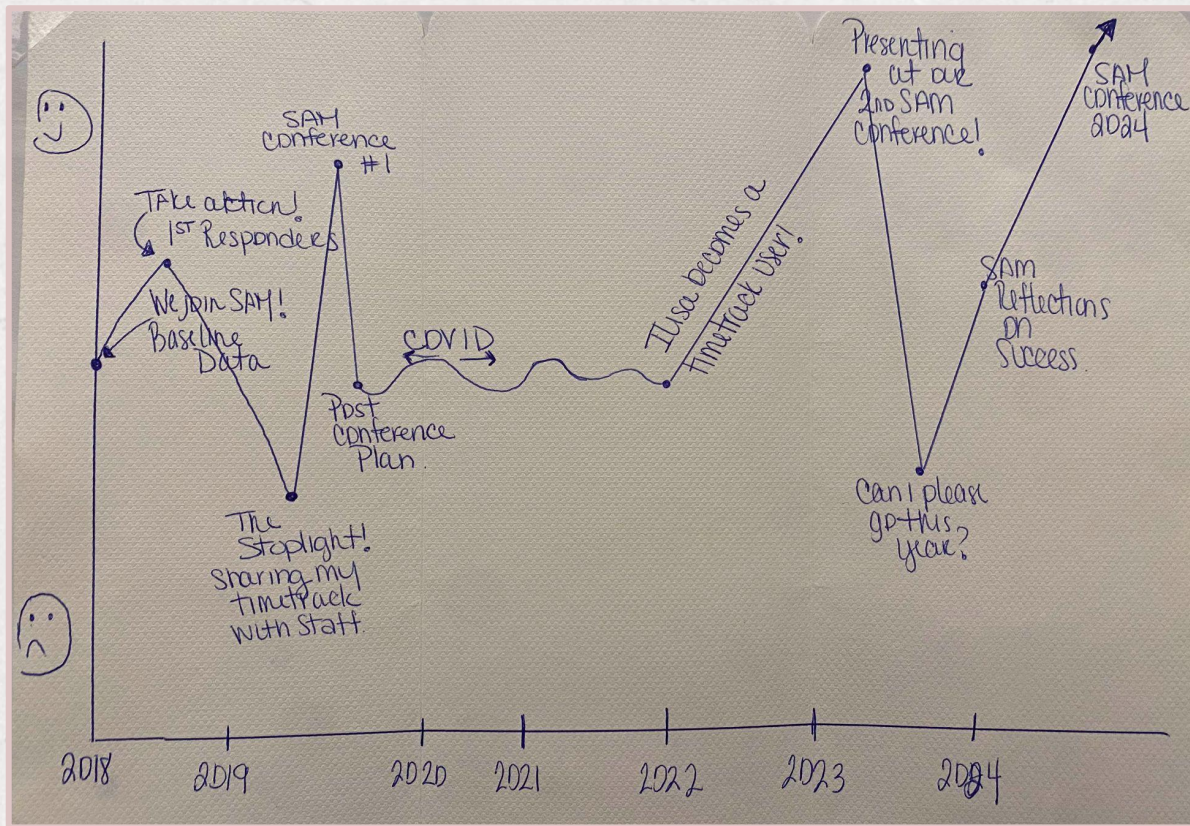
Objective: We can celebrate successes and examine challenges in leadership by reflecting on our SAM journey.

What - Reflect on my SAM Journey

Why - To celebrate successes and set intentions

How - Through storytelling, discussion, and developing our journey lines

Our SAMarriage

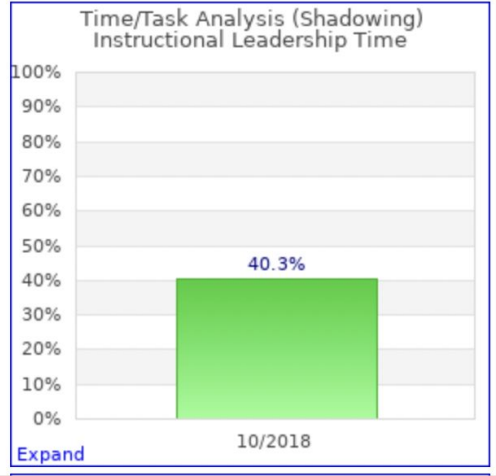
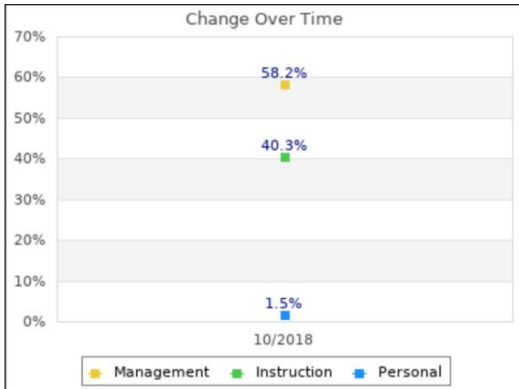


Baseline Data - Year 1 (Oct 2018)

Time/Task History

North Bronx School of Empowerment X287

| Management/Instruction | Code | 10/2018 |
|----------------------------------|------|---------|
| Student Supervision | 1A | 13.1% |
| Student Discipline | 1B | 4.5% |
| Employee Supervision | 1C | 15.7% |
| Employee Discipline | 1D | 0% |
| Office Work Prep | 1E | 12.3% |
| Building Management | 1F | 1.5% |
| Parents / Guardians | 1G | 0% |
| Decision Making Groups, Meetings | 1H | 3.4% |
| District: Meetings, Supervisors | 1I | 4.9% |
| External: Officials, Others | 1J | 3% |
| Celebration | 1K | 0% |
| Student Supervision | 2A | 0% |
| Work with Students | 2B | 2.6% |
| Feedback: Directive | 2C | 0% |
| Office Work / Prep | 2D | 7.5% |
| Observation, Walk Through | 2E | 3% |
| Feedback: Non-Directive | 2F | 7.5% |
| Parents / Guardians | 2G | 0% |
| Decision Making Groups, Meetings | 2H | 1.9% |
| District: Meetings, Supervision | 2I | 4.5% |
| External: Officials, Others | 2J | 2.6% |
| Teaching / Modeling | 2K | 0% |
| Professional Development | 2L | 2.6% |
| Planning, Curriculum, Assessment | 2M | 7.8% |
| Feedback: Celebration | 2N | 0.4% |
| Personal | 3 | 1.5% |
| Average Time in school per day | | 7.4 |
| Management | | 58.2% |
| Instruction | | 40.3% |
| Personal | | 1.5% |
| Non-Instruction | | 59.7% |
| Instruction | | 40.3% |



Baseline Data - Year 1 (Oct 2018)

Key Takeaway:

“I was not as instructionally focused as I thought I was!”

Discuss:

What was your introduction to the SAM process? What did you think in the beginning?

Take Action! First Responders

NBE First Responders

2023-2024



Administrative Team & Supervision

| <u>6th Grade</u> | <u>7th Grade</u> | <u>8th Grade</u> |
|--|---|---|
| <p>Magdalen Neyra, Principal mneyra@schools.nyc.gov</p> <ul style="list-style-type: none"> ● Mathematics Supervision ● Mathletes Supervision ● Visual Arts Supervision ● PBIS/Student Government Supervision | <p>Alfonso Delgado, Assistant Principal adelgado5@schools.nyc.gov</p> <ul style="list-style-type: none"> ● Special Education Supervision ● Science Supervision ● ENL Supervision ● Testing Coordination Supervision ● Building Response Team (BRT) Leader | <p>Sabrina Romano, Assistant Principal sromano3@schools.nyc.gov</p> <ul style="list-style-type: none"> ● English Language Arts Supervision ● #LITTalk Supervision ● Social Studies Supervision ● Physical Education Supervision |
| <p>Ms. Perry, Dean MPerry2@schools.nyc.gov Extension - 2081</p> | <p>Mr. Herrera, Dean JHerrera3@schools.nyc.gov Extension - 2285</p> | <p>Mr. Jordan, Dean JSolis7@schools.nyc.gov Extension - 2752</p> |

NBE 411

| <u>What I Need</u> | <u>Who</u> | <u>Room #</u> | <u>Extension</u> |
|-------------------------------------|--------------------------|---------------|------------------|
| My student has a tummy ache! | Montefiore Health Clinic | 276 | 2744 |

287

| | |
|--|----------------|
| | 3rd |
| | |
| | |
| | |
| | |
| | |
| | |
| | Sabrina Romano |
| | |
| | Sharon Montes |
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| | |
| | Aubrey Bohnet |
| | |
| | |

Take Action! First Responders

Key Takeaway:

"Who else can do this task?"

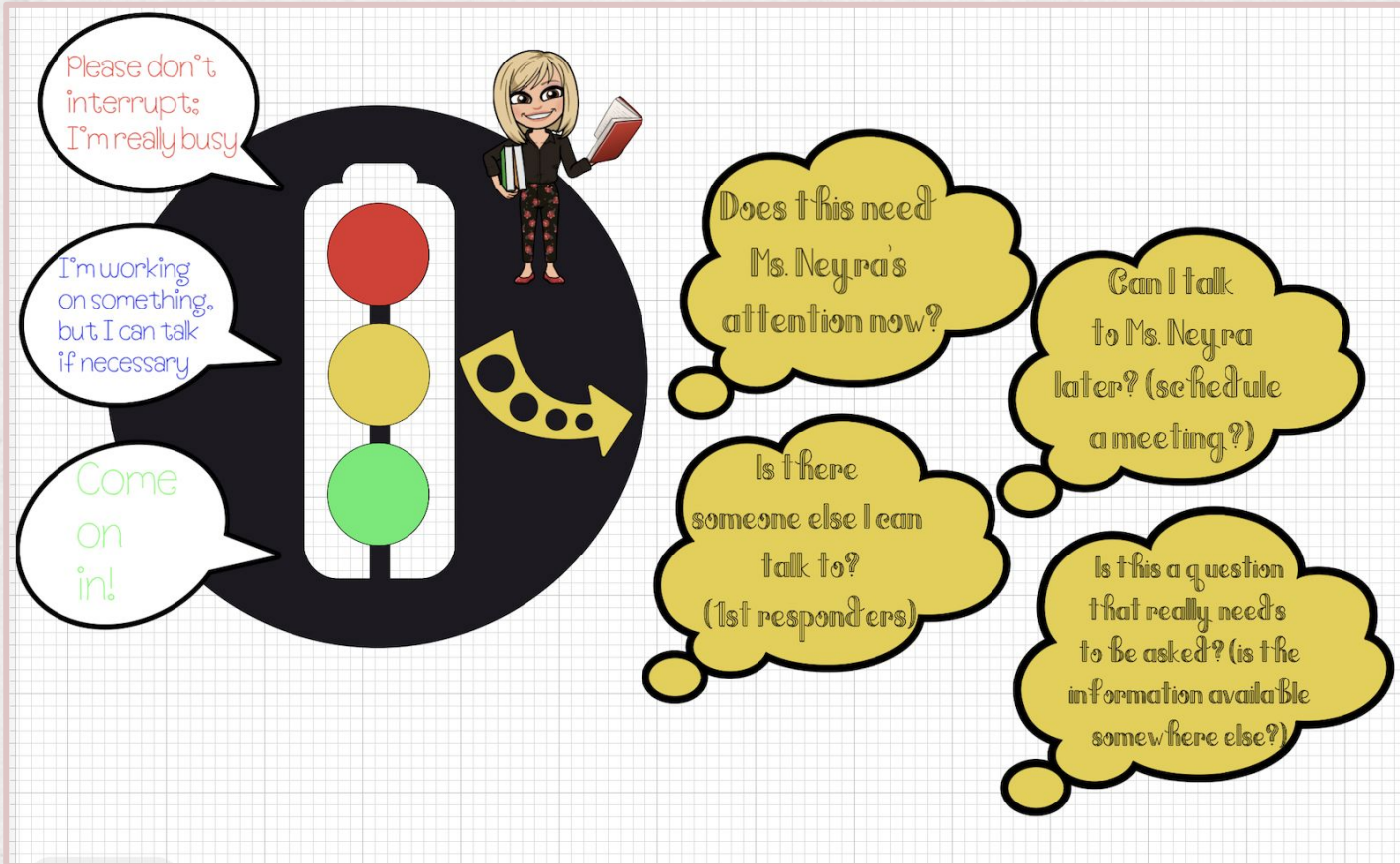
"Distributive Leadership!"

Discuss:

Leader - How do you determine what you need to do and what you need to delegate?

SAM - How do you support your leader in determining priorities and tasks to delegate?

Overzealous SAM Endeavors



Overzealous SAM Endeavors

12/7/2018

TimeTrack

| 2018 | Mon., Dec. 3 | Tue., Dec. 4 | Wed., Dec. 5 | Thu., Dec. 6 | Fri., Dec. 7 |
|---------------|---|--|--|---|---------------------------------------|
| | Start - 7:30AM | Start - 7:30AM | Start - 7:45AM | Start - 7:30AM | Start - 7:30AM |
| 7 am | Getting Started - Send Tenure Docs to Trott - Pcard investigate | Getting Started - admin agenda | Getting Started - Follow up | Getting Started - Prep the Memo | Getting Started - Prep the Memo - SAM |
| 8 am | Circle PD | Grading PD | PPO Prep | House Team Check In - Mrs. Nevra will follow-up with an | SAM Meeting |
| 9 am | 6th Grade Reading Club | PPO Prep | Observation | Special Ed Walkthrough | PPO |
| 10 am | Admin Cabinet - Portfolio Checks in Content Classrooms | Observe Reading Clubs Review Folder/Agenda Speak with | Bulletin Board Feedback | NY Edge | |
| 11 am | Book Clubs for Teachers - check in about | PPO Prep Observe Reading Clubs Review Folder/Agenda Speak with Teachers - Check Classrooms Check Environment | Student Circle | MSQI Briefing | |
| noon | Student Incident | Lanay's | Clean Up Email | Finalize PPO and Email Kabinoff for Timing | |
| 1 pm | Email Clean Up | Circles | C30 Prep for Romano | Observation | Grading Policies PD Series Planning |
| 2 pm | Observation | | House Team Prep: Glow, grow, next steps for the House Team | RJ Check-in - talk about RJ Wednesdays | |
| | Employee Incident | Create Survey | Observation | Bulletin Board Feedback | |
| 3 pm | SAM Daily Meeting | Monte | Informal | Dismissal | LPP Team Meeting |
| 4 pm | | SAM Daily Meeting | SAM Daily Meeting | | |
| | End - 4:00PM | End - 4:00PM | End - 4:15PM | End - 4:00PM | End - 1:30PM |
| Goal | 43% | 43% | 43% | 43% | 43% |
| % Instruction | 55.6% | 83.3% | 58.6% | 76.5% | 75% |
| Notes | RJ Coaching Day Leadership & Legacy | RJ Meta | Chiaramonte Trip 7th Grade College | 7th Grade College Workshops | Leave at 1:30 pm |

Overzealous SAM Endeavors*

Key Takeaway:

"TimeTrack is not written in stone."

"Most of the evil in this world is done by people with good intentions." (T.S. Eliot)

Discuss:

How has the SAM process been perceived by your staff? How do you know?

SAM Conference #1 - Orlando, FL (2019)



SAM Conference #1 - Orlando, FL (2019)

(Overzealous SAM Endeavors Part 2)

2019 SAM Conference

| <u>Green Light - Right now!</u> | <u>Yellow Light - Spring 2019</u> | <u>Red Light - 2019-2020 and beyond!</u> | <u>Things to Revisit</u> |
|--|---|--|--|
| <ul style="list-style-type: none"> ● Morning Community Builders - Monday and Tuesday (Jimmy Casas) <ul style="list-style-type: none"> ○ Next Steps <ul style="list-style-type: none"> ■ Develop a bank of community builders ■ Calendar with distribution of leading ● Quick Motivators - Sharing emails (Bronkar Lee) ● Hiring Practices (Top 20)/Culturize <ul style="list-style-type: none"> ○ For interview questions - create "look-for" answers and check off if people answer them ○ Tell me about a time you failed ○ What are you reading? ○ Tell me about a time you learned ● Start recommending professional texts connected to PL series ● Neyra reads <u>The Trust Edge</u> | <ul style="list-style-type: none"> ● 205 Live - Motivational Video/Wellness + Reflection (Dan Thurmon) ● Personalized Professional Development, Set Your Tone + Concentrated Awesomeness (Bronkar Lee) ● Mapping and Planning Room 205 - Honoring the Absent ● 1e: Powerful Task Design for PL ● Spring Break <ul style="list-style-type: none"> ○ Programming ○ Plan for Summer (bucketing days for specific work) ● Potential for <u>The Trust Edge</u> professional learning for AP/leads | <ul style="list-style-type: none"> ● Starting your Year "Off Balance ON PURPOSE" (Dan Thurman) ● Personalized Professional Development - The Next Chapter (Bronkar Lee) ● Top 20 Training - Paul Bernabei ● New Teacher "go to" people + Boot Camp | <ul style="list-style-type: none"> ● Remodeling Room 205 as a Wellness and Professional Working Space <ul style="list-style-type: none"> ○ Professional Text <ul style="list-style-type: none"> ■ Library ■ List of Helpful Resources ● Top 20 Training ● Powerful Task Design |

SAM Conference #1 - Orlando, FL (2019)

Key Takeaway:

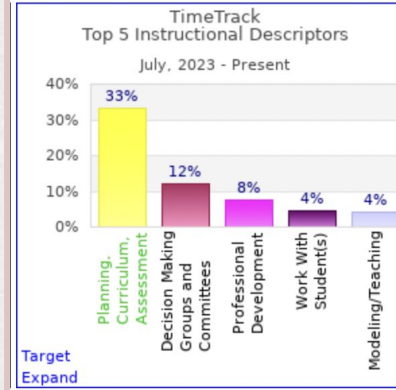
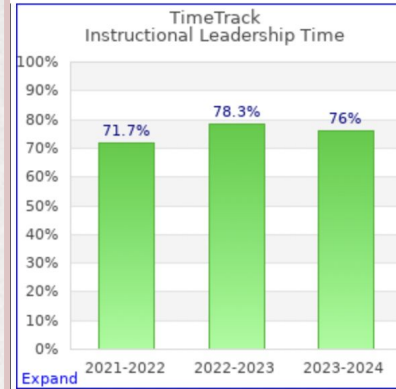
"This is AMAZING, but... SAM is not about turnkey"
"I will shift my practice in service of the school."

Discuss:

First SAM? What would you like to bring back to your school and how will you do it?

Returning SAM? What was your return to school like after your first conference?

Make SAM Your Own



Time/Task: N/A
TimeTrack: July, 2023 - Present

| | Time/Task | TimeTrack |
|----------------------------------|-----------|-----------|
| Instructional | 0% | 76% |
| Management | 0% | 13.4% |
| Personal | 0% | 6.7% |
| Instructional | | |
| Decision Making Groups, Meetings | 0% | 11.9% |
| District: Meetings, Supervision | 0% | 0.5% |
| External: Officials, Others | 0% | 0.3% |
| Feedback: Celebration | 0% | 0.8% |
| Feedback: Directive | 0% | 2.2% |
| Feedback: Non-Directive | 0% | 3.5% |
| Observation, Walk Through | 0% | 3.5% |
| Office Work / Prep | 0% | 3.6% |
| Parents / Guardians | 0% | 0.1% |
| Planning, Curriculum, Assessment | 0% | 33.1% |
| Professional Development | 0% | 7.7% |
| Student Supervision | 0% | 0.2% |
| Teaching / Modeling | 0% | 4.1% |
| Work with Students | 0% | 4.4% |
| Management | | |
| Building Management | 0% | 8.3% |
| Celebration | 0% | 1.2% |
| Decision Making Groups, Meetings | 0% | 0% |
| District: Meetings, Supervisors | 0% | 0% |
| Employee Discipline | 0% | 0% |
| Employee Supervision | 0% | 0.3% |
| External: Officials, Others | 0% | 0% |
| Office Work Prep | 0% | 0.1% |
| Parents / Guardians | 0% | 0% |
| Student Discipline | 0% | 0.1% |
| Student Supervision | 0% | 0.5% |


2020

2021

Make SAM Your Own

Key Takeaway:

“Stay committed and be creative.”

“The more you know” 

Discuss:

How have you committed to the SAM process?

Where do you still find commitment challenges?

+ SAM Conference #2 - Tucson, AZ (2023)



video!



+ SAM Conference #2 - Tucson, AZ (2023)

Key Takeaway:

"We have practices to share!"

"SAM hacks make it possible...and that's ok!"

Discuss:

What are some ways that you have made SAM your own?

Can I Please Go This Year?!? (2024)

I am looking forward to this opportunity to share my knowledge and growth as a school leader in NYC through the use of the Time Track Tool, which is a management tool to *support school leaders in increasing their instructional time, leading to greater academic achievement for students.*

Through the use of this tool, I have been able to improve instructional and distributive leadership practices over the years, which has most recently contributed to academic gains for students. Below are some notable data points.

- Increase instructional time from 40% (baseline) in 2018 to an average of 70% 2022-23
- Development of distributive leadership practices noted as celebration areas in the following in PPOs
 - January 2022 - C. Vaughan
 - October 2022 - D. Russo
 - October 2023 - T. Perez
- Increase in student proficiency & growth

- Top 5 in the district for MAP growth in Math - May 2023
- ELA increase in proficiency by 8.9%
 - SWD Increase by 5.9% decrease in L1 by 6%
 - ELL increase by 2.3% decrease in L1 by 4.9%
- Math Increase in proficiency by 14.5% (a team which I directly lead)
 - SWD Increase by 4.4 % and decrease in L1 by 22.4%
 - ELL increase by 1.9% and decrease in L1 by 22.6%

I would also like to note that since our meeting in November we have reduced Level 3-5 incidents from 22 in November to 8 in the month of December through our efforts to refocus the community on climate.

In addition to my daily use of the Time Track Tool, in attending this conference I have access to some of the most prominent people in education and leadership. Through this learning I have been able to implement several professional learning opportunities, book clubs for staff, as well as support leadership development for myself and the administrative team. Below I have named a few

- John Antonetti - Powerful Task Design
- Ken Williams - Ruthless Equity
- Ken Marshall - Marshall Memo
- Craig Randall - Trust-Based Observations



+ Can I Please Go This Year?!? (2024)

Key Takeaway:

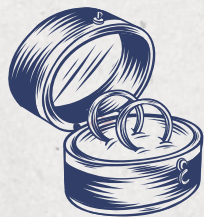
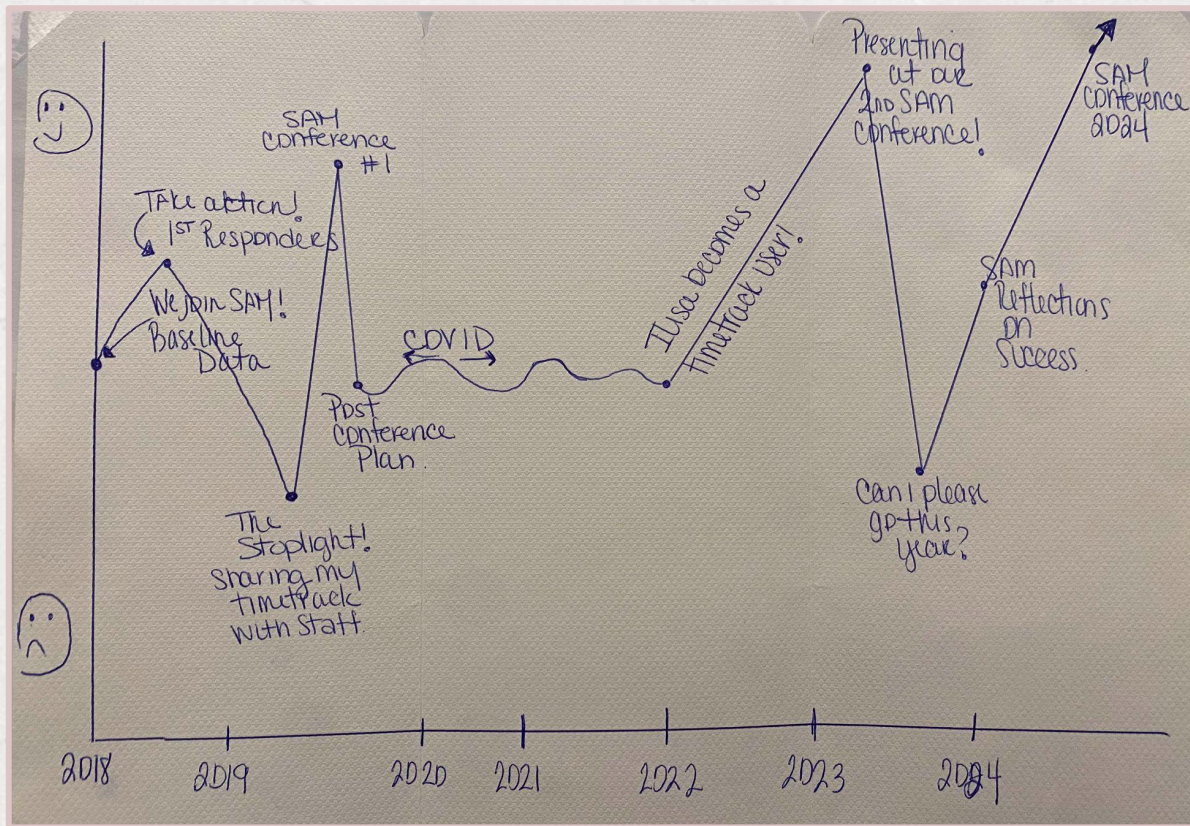
“Look at how far we have come!”

“SAM WORKS!”

Discuss:

What successes have you had with the SAM tools?

Our SAMarriage





slides!

Thanks!

Want to follow up with us?

Maggie (Principal) - mneyra@schools.nyc.gov

Ilisa (SAM) - imetter@schools.nyc.gov

CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon** and infographics & images by **Freepik**

