THE INSTRUCTIONAL FACILITATOR PROGRAM

The Official Newsletter of the LCPS Instructional Facilitator Program

Winter 2019 | Issue #1

LCPS Mission:

Instructional Facilitators will build educators' capacity to foster student learning.

Vision:

Instructional Facilitators support Professional Learning Communities so:

- students are engaged in high quality learning experiences;
- trust and relationships are built and maintained;
- teams are high functioning;
- data driven decisions are used to inform instruction; and
- best practices are implemented.

The Instructional Facilitator Program in Loudoun County Public Schools supports teachers and teams in all elementary, middle, and high schools to enhance teacher practice and student learning. Our program model is based on the instructional coaching research of Joellen Killian, Jim Knight, and other coaching experts.

Jim Knight (2016), defines the purpose as, "Instructional coaches partner with teachers to analyze current reality, set goals, identify and explain teaching strategies to hit the goals, and provide support until the goals are met."

Our Instructional Facilitators use the knowledge they have gained in professional development throughout the year. Their foundational training includes Cognitive Coaching™, Adaptive Schools, and Fierce Conversations.

IF Program Participants:

10 Elementary Division Instructional Facilitators (DIFs)
8 Elementary School-based Instructional Facilitators (SBIFs)
3 Middle School DIFs
4 Middle School SBIFs
3 High School DIFs

What this issue is all about:

IF Program-1
Facilitator Roles -2
IF Highlights-3,4,&5
List of DIFs-6
### 6 Instructional Facilitator Roles:

--based on the 10 Instructional Coaching Roles from Joellen Killion and Cindy Harrison in *Taking the Lead* 2nd Edition 2017

<table>
<thead>
<tr>
<th>Collaborative Learning Teams</th>
<th>Data Analysis</th>
<th>Curriculum and Content</th>
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</thead>
<tbody>
<tr>
<td>• Support collaborative work of teams to enhance student learning</td>
<td>• Support data collection to identify student needs</td>
<td>• Promote cross-curricular integration of content areas with county initiatives</td>
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<td>• Strengthen structures for effective meetings</td>
<td>• Collaborate to analyze data and make instructional decisions</td>
<td>• Facilitate dialogue about the structure and alignment of the curriculum</td>
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<tr>
<td>• Promote and sustain collaborative relationships</td>
<td>• Assist in utilizing data to set goals and monitor progress</td>
<td>• Support analysis of standards to identify essential knowledge/skills and student outcomes</td>
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<tr>
<th>Instructional Practices</th>
<th>Instructional Resources</th>
<th>Professional Development</th>
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<tbody>
<tr>
<td>• Collaborate to set goals and implement best instructional practices</td>
<td>• Collaborate with staff to integrate instructional technology</td>
<td>• Provide differentiated professional development aligned with school needs</td>
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<td>• Cooperatively plan lessons to support student achievement</td>
<td>• Connect teachers and teams with resources and supports</td>
<td>• Communicate the mission and vision of LCPS to all stakeholders</td>
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<td>• Enhance instructional practices through modeling, observing, and providing reflection</td>
<td>• Build teacher capacity to collect, analyze, and adapt purposeful resources</td>
<td>• Provide ongoing support to implement best practices and further professional growth</td>
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To learn more about instructional coaching roles:
[http://www.ascd.org/publications/educational-leadership/sept07/vol65/num01/Ten-Roles-for-Teacher-Leaders.aspx](http://www.ascd.org/publications/educational-leadership/sept07/vol65/num01/Ten-Roles-for-Teacher-Leaders.aspx)
Facilitators in Action

TEAM LEADER INSTITUTE (TLI)

All DIFs can present the TLI professional learning. In 2017-18 we began offering these four modules (Building Relationships, Meeting Structures, Team Consciousness, and Fierce Conversations) through county-wide and school-based professional development. For 2018-19 some of our participants have been SALTs, Department Chairs, other teacher leaders, and administrators. If you are interested in learning more about TLI and scheduling this training, please contact Courtney.Williams@lcps.org for additional information.

New TLI Module #5 Data Dialogue: Michelle Armentrout, Andria Donnelly, and Laura Rahn presented our newest TLI addition at Buffulo Trail and Countryside Elementary Schools.

Please share the work of our Instructional Facilitators:
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Facilitators in Action

Supporting PBL/PBA by becoming Workshop Facilitators:
Amanda Kim and Georgia Tsin, (middle school DIFs), and Laura Rahn (elementary D1F) are PBL/PBA 101 Workshop Facilitators. Joining them on this pathway are Michelle Armentrout, and Andria Donnelly, (elementary D1Fs).

Personalized Learning Wave 4:
As PL Champs, Cynda Douglas, Mary Charlish, Tina Chelgren, Alan Cline, Jessica Heitfield, Tara Hewan, Paula Hornberger, Amanda Kim, Lori Mullaney, Kjersti Oliver, and Georgia Tsin will be supporting schools with implementing and sustaining the Core Four of Personalized Learning.

Journey to becoming LCPS Trainers for Adaptive Schools, Cognitive CoachingSM, and Fierce Conversations:
AS-- Mary Charlish (with Nicole Akers, Math supervisor)
CC--Tara Hewan and Paula Hornberger (with Jenny Miller, Community Connections supervisor)
FC-- Michelle Armentrout and Andria Donnelly (with Courtney Williams, Instructional Facilitator supervisor)

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Math Workshop Training Kick-off

This fall, our secondary math DIFs, Kjersti Oliver, Rebecca Lupton, and Jessica Heitfield, presented math workshop to teachers at Potomac Falls HS and Simpson MS. In January, Dominion HS, Seneca Ridge MS, and Farmwell Station MS also participated.

In November, the elementary DIFs, Tara Hewan, Paula Hornberger, Alan Cline, Mary Charlish, Tina Cheglen, and Lori Mullaney began providing math workshop professional development. The following elementary schools will be participating from November to April 2019: Leesburg, Pinebrook, Madison’s Trust, Belmont Station, Hillside, Arcola, Kenneth Culbert, and Lincoln.

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Division

Instructional Facilitators

Elementary DIFs:
Michelle Armentrout
Mary Charlish
Tina Chelgren
Alan Cline
Andria Donnelly
Tara Hewan
Paula Hornberger
Hillary Lindquist
Lori Mullaney
Laura Rahn

Middle School DIFs:
Amanda Kim
Kjersti Oliver
Georgia Tsin

High School DIFs:
Cynda Douglas
Jessica Heitfield
Rebecca Lupton