

WRCCS Summit

Early Years of Running a
Charter School



Welcome

Agenda

- **Intros, Norms, Welcome-** 10 min
- **Meeting your cohort** – 15 min
- **Understanding your needs** – 20 min
- **Sharing the load / Getting organized** – 20 min
- **Resources and Next Steps** – 10 min



Meet Your Coaches



Zaynab Baalbaki, M.Ed.

Team culture[shifts], educational justice, peer evaluation, language immersion models, PBL, urban contexts

- Director of Networks and Coach for TPS
- Former teacher-leader at eco-justice PBL school in Milwaukee
- WRCCS Consultant - Design teams

Email: zaynab@teacherpowered.org



Skylar L. Primm, M.S.

Place- and project-based learning, environmental education, governance boards, and student relationships.

- Lead Teacher at [Koshkonong Trails](#) in Cambridge
- Coach & Ambassador for Teacher-Powered Schools
- Teacher Consultant for the Greater Madison Writing Project

Email: skylar@teacherpowered.org

Meet Your Coaches



Paula Zwicke, M.Ed, M.F.A.

Experiential/PBL/nature-based learning, leadership transitions, collaborative cultures, and rural charter schools. Recent work with virtual charters.

- Coach & Ambassador for Teacher-Powered Schools
- Former Teacher Leader of a northern WI PBL TPS school
- Writer & nature enthusiast

Email: paula@teacherpowered.org



Amy Junge, M.A.

*Elementary and middle school teacher and administrator, Co-author of *Trusting Teachers with School Success: What Happens When Teachers Call the Shots?**

- Senior Director of Teacher-Powered Schools, Education Evolving

Email: amy@educationevolving.org

Norms

- Be present and listen deeply
- We are all teachers and learners
- Anticipate progress and unfinished business
- Step up and step back
- Name what is uncomfortable
- Protect what is shared, keep confidentiality

That's Me!

I always wanted to be a teacher

I've previously worked at other charters

I have good mentors for my job

The details of leading a new school keep me
up at night

I'm connected to other new schools

I've been in education over 15 years





TEACHER-POWERED SCHOOLS WORKING STYLES



NAME	PREFERRED COMMUNICATIONS	I APPRECIATE WHEN COLLEAGUES...	WHAT DO YOU NEED WHEN YOU ARE STRESSED?	HOW DO YOU PROCESS INFO?
------	--------------------------	---------------------------------	---	--------------------------

In your team, discuss the chart

Share your name, role, and your working styles

Identify how you might use and bring back to your school

Fellowship Purpose

By identifying promising new charter schools for strategic support, WRCCS aims to ensure these teams successfully navigate their first five years and create learning environments and working conditions for educators where students and teachers thrive.



Fellowship Benefits

Financial Support:

- Sponsorship and travel expenses to the WRCCS Summit in Oshkosh, WI.
- Sponsored site visit to another WI charter school including substitute fees, and travel expenses.

Technical Support:

- Assistance from coaches in both a group setting & one on one coaching monthly
- One site visit by their coach during each semester.

Networking Support:

- Meet other new charter leaders and grow a network of leaders in similar spaces as yourself.

Fellowship Commitment

Teams will participate in two one-hour virtual meetings a month.

- The first meeting each month will be with a **cohort** of other new charter school educators and will focus on a specific skill, topic, or area of school governance.
- The second meeting will be a **one on one** with the school leaders and a coach to apply that month's skill to their school context.
- **One site visit** by their coach during each semester.



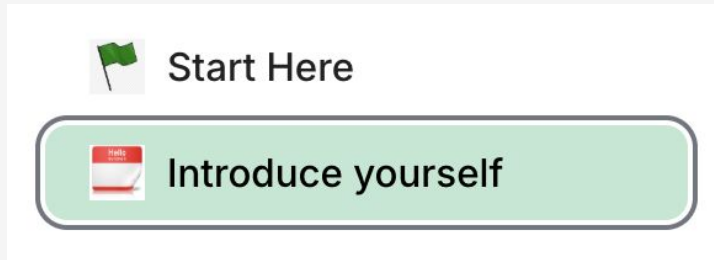
Month	Topic
June	WRCCS Summit Kick Off
July	Building a collaborative culture: starting the new school year with trust and shared purpose
August	Magical spreadsheet part 2
September	Learning program: ensuring student-centered learning practices
October	School decision-making practices: keeping students at the center
November	Effective and efficient meetings and communication
December	Data review and reflection
January	Data and Systems: ensuring transparency
February	Growing instructional practices of teachers
March	Authorizer and board management
April	Engaging families and enrollment
May	Data review and reflection

Let's get connected on Circle

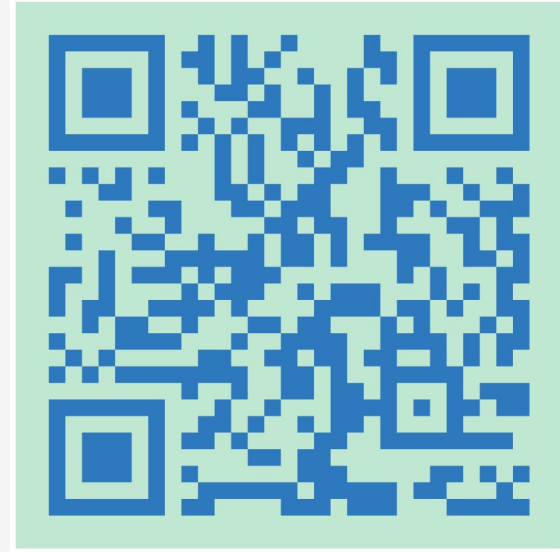


A Digital Platform for us to network and discuss

- Join and create your profile
- Introduce yourself to the community

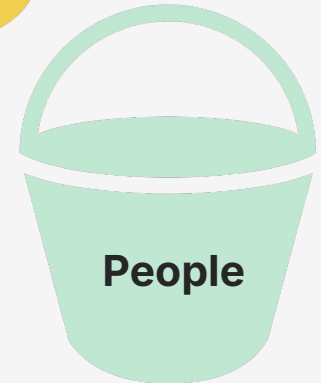


- Zaynab will add you to the "WRCCS Fellowship"



<http://tpscommunity.circle.so>

Understanding Your Needs



Resources on Shared Google Drive

<https://bit.ly/WINEWCHARTERS>



Examples

- [Magical Spreadsheet of Roles and Responsibilities](#)
- Leadership Mapping
- Running Effective Team Meetings
- Student-Centered Learning Rubrics
- Developing Connected Teams
- Decision Making Protocols: Fist to Five
- Root Cause Analysis
- Using Charter Autonomy as Levers for Innovation
- Building Collaborative Decision Making



For Reference / Filtering

	A	B	C	F	G
	WRCCS Roles and Respon...				
1	Responsibility/Task	Main WRCCS Competency Area	Sub WRCCS Competency Area	Shared Leadership Role 1	Shared Leadership Role 2
2	District Liaison communication and coordination	Authorizer	Authorizing Practice	School Leaders	Support Staff
3	Annual DPI authorizer report	Authorizer	Legal	School Leaders	Board Members
4	Food service and coordinate with health dept.	Authorizer	Legal	School Leaders	School District
5	Renewal decision	Authorizer	Legal	Authorizer	Board Members
6	Charter contract compliance	Authorizer	Performance Monitoring an	Authorizer	Board Members
7	Annual report- read and review	Authorizer	Strategic Planning	Board Members	Families
8	Location of Building	Authorizer	Strategic Planning	Authorizer	Board Members
9	Mission- annual check ins	Authorizer	Strategic Planning	School Leaders	School District
10	Addition of a new course to the school's curriculum	Classroom	Academic Program	School Leaders	Teachers
11	Camps- student overnight	Classroom	Academic Program	Teachers	School Leaders
12	College and Career Prep program	Classroom	Academic Program	School Leaders	Teachers
13	Community experts- coordinate involvement	Classroom	Academic Program	Teachers	School Lead
14	Curriculum- determine	Classroom	Academic Program	School Leaders	Teachers

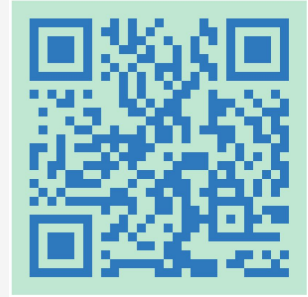




Directions: Make a copy using this [LINK](#), edit and adjust to your school

Next Steps

Next Meeting – Wednesday, July 22nd at 10 am
– WRCCS Virtual Conference Session

Return to Circle – tpscommunity.circle.so



- Go to the “WRCCS/TPS Fellowship” Group and click the  that says “Problem of Practice”
- Read the top post
- Scroll down and click on the post with “[Kick-Off Survey](#)”
 - When you are done  the post



Closing

A word or phrase to capture a thought, question or appreciation that you are leaving with...



Connect with Us

Email

Zaynab Baalbaki

zaynab@teacherpowered.org

Skylar Primm

skylar@teacherpowered.org

Paula Zwicke

paula@teacherpowered.org

Amy Junge

amy@educationevolving.org

Social

TPS Community on Circle

tpscommunity.circle.so

Zoom & Bloom

forms.gle/NLzzphpy5EbnXUMq6

Sibling Schools

forms.gle/su5jtEiMJZZhwEtX6

TP Newsletter

teacherpowered.org/newsletter