

# EMPOWERED TEAMS



## INCREASING STUDENT GROWTH THROUGH CONTINUOUS COLLABORATION

Collaborate and boost student outcomes with high-leverage teams using Catalyst for Educational Change's (CEC) Empowered Teams program. This program equips school adults with tools, protocols, and processes to identify and implement highly effective solutions for the whole child. It fosters a system of collective ownership and responsibility for every student's success.

## EMPOWERING TEAMS THROUGH CAPACITY-BUILDING

The purpose of this professional learning experience is to build sustainable systems and sustainable leadership for highly effective teacher teams at school sites. This learning is centered around three modules:

### 1 Focus on Collaboration

Predictable, effective, and efficient structures for school-based collaborative teams and teacher-level teams

- Professional Commitments/Norms
- Trust, Psychological Safety and Decision Making Rules
- Systems Alignment
- Structures (Agenda, Roles)

### 2 Focus on Learning

The capacity of these teams to effectively analyze triangulated data in order to advance high-rigor learning and instructional strategies for all students

- Collaborative Learning Cycles
- Data Informed Planning and Instruction
- Data Triangulation and Root Cause Analysis
- Learning Strategies and Routines
- Action Planning

### 3 Focus on Results

Shared accountability practices to continuously monitor data and modify strategies

- Monitoring Student Learning
- Systematizing Successful Learning Strategies
- Data Collection and Sharing
- Aligned Systems

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***Critical to empowerment is not to confuse activity with results. CEC enhances the leadership skills of site leaders, enabling them to empower teachers and increase their capacity to orchestrate equitable, inclusive practices and decision-making processes. Our collaboration involves working closely with leaders, providing tools, activities, and frameworks to foster empowered teacher teams, ultimately leading to more students reaching their full potential.***

***CEC's Empowered Teams program enhances Professional Learning Communities (PLCs) by shifting the focus to learning and results. Teachers adopt a results-focused approach by using data to inform targeted instruction. Continuous learning cycles in PLCs ensure long-term success.***

# CATALYST FOR EDUCATIONAL CHANGE

## An Empowered Teams Solution to Meet Your Needs

The Empowered Teams program offers highly effective, research-based content with flexible implementation structures. Partnering with school and district leaders, we define your current reality and desired reality in order to build the plan and structure that best fits your needs and goals. CEC is dedicated to providing solutions that enhance leadership teams' self-efficacy in knowledge, skills and practices to meet students' needs.

### IN THEIR WORDS...

**"We now have a strategic plan which has a cadence of accountability, and we have a structure of champions. We are becoming more competent with the identification of which data we will use and if that data is leading or lagging. These understandings help us focus our priorities as a learning organization."**

- DANIEL SULLIVAN, SUPERINTENDENT, BERKELEY SD 87 (IL)

## ABOUT CEC

*We are committed to change management and that starts with identifying your unique strengths and areas for improvement.*

**CEC works with school districts across the country to implement measurable change. Our mission and vision direct us to work using a systems orientation process to help build collaborative cultures and equitable, evidence-based practices that deepen the learning of adults and students, creating a thriving system.**

