



PAUL PUBLIC
CHARTER
SCHOOL

The Paul Way For Culture: Follow Up

May 15 and May 22, 2020

The vision for the Paul Way work for 2020-2021

We will prioritize and order the teaching of, develop monitoring systems for, report, hold accountable and celebrate our students' and staffs' internalization and demonstration of the Paul Way

Today's Objectives



Today, we will...

- Have an shared understanding of the process to complete a Paul Way lesson plan
- Work together in school based teams on the process and next steps in order to complete Paul Way lesson plans
- Receive feedback on our process for creating plans and any work on a lesson plan

Flashback



FLASHBACK

The image features the word "FLASHBACK" in a bold, stylized font. The letters are filled with a gradient from red at the top to yellow at the bottom, and each letter has a thick blue outline. The text is arranged in two lines: "FLASH" on top and "BACK" on the bottom. The "K" in "BACK" is stylized with several vertical lines trailing off to the right, suggesting motion or a fast-paced action.

What is required of (US) leaders?

- Prioritize and order (scope and sequence)
- Plan when and how each component/element will be taught
- Develop and calendar data collection
- Report out and plan for improvements
- Systematically and consistently hold students and staff accountable
- Systematically and consistently celebrate students and staff
- Ensure the Paul Way becomes a way of being for ALL who “abide” within Paul

We must remember...

- Our children will require consistency and routine in a different way
- We have grown, however failure to provide this consistency and regiment will undermine any progress we have made
- What students will need in terms of instruction is greater than what they needed before
- We don't know what the new to Paul students have been engaged in
- We are staffed to deliver on this arm of our work
- We must purpose in our hearts to no longer allow good to be the enemy of great
- Slow progress and marginal improvements are no longer enough
- We have to teach, monitor, re-teach and hold all accountable as it pertains to what we want to see in our schools-- climate and instruction

Beliefs must Align



The Process



What people think
it looks like



What it really
looks like

Ex

Expectations



Reality



boredanda

When you see it online vs When it arrives in the mail



True 🤔🤔🤔

True 🤔🤔🤔

Greatness is not a function of circumstance.
Greatness, it turns out, is largely a matter of
conscious choice, and discipline.



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James Collins

Good to Great

The Process



Preparedness Lesson Plan

The Paul Way--planning document

The Paul Way MS 18-19

PREPAREDNESS

	Students	Teachers and Staff
Looks like...	<p>Students should arrive to school daily prepared with the following:</p> <ul style="list-style-type: none"> - Correct uniform (Paul Logo Oxford shirt; Khaki Pants; Solid Black Shoe; Grade-level tie) - Books - Writing Utensils - All assignments - Practice Clothes (Sports Players/Gym) - Positive Attitude 	<p>Teacher and Staff will assist students by:</p> <ul style="list-style-type: none"> - Reminding students about upcoming due dates - Issuing a syllabus that states what materials are needed daily for class
Sounds like...	"I am ready and prepared for the day"	"Please be sure to bring your signed syllabus back by September 5th"
Examples of Unacceptable Behavior & Consequences	Unprepared – Write-Up; Phone Call home; Detention	

The Paul Way:

Four Components

- 1** Paul Scholar Movement is: Safe, Systematic and Urgent
- 2** Paul Students are Safe, Respectful and Aware when in the Community
- 3** Paul Students in Class are Driven, Engaged and Organized
- 4** Paul Students are Accountable, Respectful and Invested

The Paul Way: **Component 1**

Paul Scholar Movement is: Safe, Systematic and Urgent

Elements:

- Arrival
- Transitions
- Dismissal
- Lockers

The Paul Way: **Component 2**

Paul Students are Safe, Respectful and Aware when in the Community

Elements:

- Lunch
- Safe Passage
- Auditorium
- Field Trips

The Paul Way: **Component 3**

Paul Students in Class are Driven, Engaged and Organized

Elements:

- Class communication
- Engagement
- Language
- Organization

The Paul Way: **Component 4**

Paul Students are Accountable, Respectful and Invested

Elements:

- General communication
- Urgency
- Conduct
- Appearance
- Preparedness
- Mindset of accountability
- Pride in school and academic work

Team Time

- Select an **Element** (Arrival, Transitions, Dismissal or Lockers) from **Component 1** (Paul Scholar Movement is: Safe, Systematic and Urgent) and complete the planning process using the graphic organizer for this **Element**.
- While with your team, please have someone as your timekeeper (you have 45 minutes), have someone as your note taker (you will want to capture your thoughts on the graphic organizer), have someone else as your facilitator (you will need to be able to move between multiple documents and in and out of the weeds).

Feedback and Reflection



Good to Great Practice

- Each member of the team will lead a lesson
 - They will teach the lesson using the created lesson plan to the rest of the planning team in order to get feedback.
 - The Dean will schedule the meetings and invite all culture, school and network leaders to observe and provide feedback.
 - consider using meeting times that you may already have on your calendar for planning and for Good to Great practice.

Timeline for deliverables...

- Prioritization document and feedback- May 8, 2020
- Planning Meeting (Review, Plan and Feedback)- May 15 and May 22
- Lesson plans for Component 1- Due June 1st
- Lesson plans for Component 2- Due June 15th
 - Good to Great Practice- June 15

Timeline for deliverables...

- Lesson plans for Component 3- Due June 30th
- Lesson plans for Component 4- Due July 6th
 - Good to Great Practice- July 6
- Brainstorm for what to Teach and When- Due July 10

Good to Great Practice

- Each member of the team will lead a lesson
 - They will teach the lesson using the created lesson plan to the rest of the planning team in order to get feedback.
 - The Dean will schedule the meetings and invite all culture, school and network leaders to observe and provide feedback.
 - consider using meeting times that you may already have on your calendar for planning and for Good to Great practice.



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The Paul Way For Culture: The Remix

May 22, 2020

Checking In



In ONE word describe how you are feeling right now!

It is ok to repeat a word that you hear from someone else.

You can only use one word!

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We will prioritize and order the teaching of, develop monitoring systems for, report, hold accountable and celebrate our students' and staffs' internalization and demonstration of the Paul Way

Today's Objectives

Today, we will...

- Have an shared understanding of how to complete the Paul Way planning graphic organizer
- Work together in school based teams on the process and next steps in order to complete a planning graphic organizer
- Receive feedback on the planning process
- Be clear of next steps and have a timeline created by teams



Sense of Urgency

Identify the important
and **act** with the
sense of urgency

PLAN

The Paul Way:

Four Groups (Urgency)

1

Phase 1: NOW (virtual skill)- June 1

2

Phase 2: Soon (virtual and in the building)-
June 15

3

Phase 3: Later (in the building)- June 30

4

Phase 4: Later in the year (not needed for
virtual or in the building success)- July 6

The Paul Way: **Component 1**

Paul Scholar Movement is: Safe, Systematic and Urgent

Elements:

- Arrival
- Transitions
- Dismissal
- Lockers

The Paul Way: **Component 2**

Paul Students are Safe, Respectful and Aware when in the Community

Elements:

- Lunch
- Safe Passage
- Auditorium
- Field Trips

The Paul Way: **Component 3**

Paul Students in Class are Driven, Engaged and Organized

Elements:

- Class communication
- Engagement
- Language
- Organization

The Paul Way: **Component 4**

Paul Students are Accountable, Respectful and Invested

Elements:

- General communication
- Urgency
- Conduct
- Appearance
- Preparedness
- Mindset of accountability
- Pride in school and academic work

Team Time



Team Time

- Using the **Element** (Arrival/HS and Transitions/MS), from **Component 1** (Paul Scholar Movement is: Safe, Systematic and Urgent) that you started last week, review as a team and make sure it is ready to turn into a lesson plan. If there are decisions that need to be made, do that now! (10 min). **You are not creating a lesson plan right now!**

Team Time

- Using [The Paul Way--planning document](#) you will arrange the order in which you will complete graphic organizers and lesson plans based on the phases, as well as your time table for meeting and who will teach that lesson using the plan. (20min.) **Schedule meetings as needed.**

Team Time

- Select an **Element** from **Phase One** and complete a graphic organizer for this **Element**.
- While with your team, please have someone as your timekeeper, have someone as your note taker (you will want to capture your thoughts on the graphic organizer), have someone else as your facilitator (you will need to be able to move between multiple documents and in and out of the weeds). One person will also be able to share a final thought in response to the feedback you all will receive.

Feedback and Reflection



Good to Great Practice

Each school will have **10 minutes** to share the graphic organizer for their newest element, the order that they will plan (based on the four categories) and meeting schedule.

Then the other school based team and network staff will have **5 minutes** for feedback (notices), probing questions and wonders. During that time the sharing team will be silent.

After feedback the sharing team will have **1 minute** to share a next step based off of the feedback/probing questions/wonders.

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- Lesson plans for Phase 2- Due June 15th
 - Good to Great Practice- June 15

Timeline for deliverables...

- Lesson plans for Phase 3- Due June 30th
- Lesson plans for Phase 4- Due July 6th
 - Good to Great Practice- July 6
- Brainstorm for what to Teach and When (based on a more developed school calendar)- Due July 10