



Blueprint **Facilitator Certification**

MI Excel's *Blueprint* Facilitator Certification program is an opportunity for participants to receive on-going intensive support from the MI Excel team as they navigate the installation of the *Blueprint for Turnaround* (Chandler & Frank, 2015) in local districts.

The certification program moves beyond the theoretical to the practical. This level of on-going support will assist participants in understanding how to install the various system components of the *Blueprint* in a way that is best suited to the context of the local district. This program will result in a list of facilitators whose knowledge and expertise in the installation of the *Blueprint* has been observed and documented to be of the highest quality. Local districts will know they are working with someone with proven expertise in the installation of the *Blueprint*, as guaranteed by the MI Excel Project Director.

For the district, the *Blueprint* Facilitator Certification will:

- Assist the district in systemic reconfiguration through a unique partnership with a facilitator;
- Provide guidance in the development and installation of district systems and building routines;
- Strengthen the reconfiguration of their district through the use of fidelity appraisals;
- Empower superintendents to challenge the status quo; and
- Impact the district's likelihood of realizing increased student achievement.

For *Blueprint* Facilitators, the *Blueprint* Facilitator Certification will:

- Increase their theoretical understandings of the *Blueprint for Turnaround*;
- Provide face-to-face learning within cohort model;
- Provide intentional one-on-one coaching with a MI Excel team member aligned to the individual needs of each facilitator;
- Enhance their ability to form partnerships with district leaders to positively impact student and teacher performance; and
- Strengthen their ability to utilize clear communication strategies needed to impact performance.

Prerequisites for the facilitator entering the *Blueprint* Facilitator Certification

- Official notification from the superintendent that the district will install (with fidelity) the *Blueprint for Turnaround*; and
- Official notification from the superintendent that the facilitator will serve as the external facilitator, partnering with the district throughout the entire installation and sustainability phase of *Blueprint* installation.

Program Requirements

1. *District Commitment*

Official notification from the superintendent that the district will install (with fidelity) the Blueprint for Turnaround and that you will serve as the external facilitator needs to be submitted to Grant Chandler.

2. *Face-to-Face Learning*

Participate in and demonstrate meaningful contribution to a Blueprint Facilitation Certification Cohort. The cohort will meet face-to-face four times during the year.

3. *Document Submission and Review*

Submit installation and related documents for review and feedback (i.e., planning tools, Profiles, data, performance management)

4. *Installation Appraisals and Technical Assistance*

MI Excel team members will meet with the District's Turnaround Network to conduct a review of the district's installation and key deliverables for each phase of the installation process.

- At the conclusion of each phase of installation (minimum of 4)
- Post installation (2)

5. *Facilitator Observation*

Blueprint Facilitators are expected to demonstrate observed expertise in the field. The appraisals will occur at least once during each phase of installation.

6. *Oral Interviews*

Blueprint facilitators will successfully complete the oral interview at the beginning of each of the four phases of installation.

7. *Coaching*

Blueprint facilitators will participate in a minimum of bi-weekly coaching conversation with your MI Excel coach.

8. *Field Research*

Blueprint facilitators are expected to contribute to field research associated with installation.

9. *Superintendent Interviews*

These interviews will be conducted by members of the MI Excel team at the conclusion of each phase of installation (minimum of 4) and Post Installation (2).

- At the conclusion of each phase of installation (minimum of 4)
- Post installation (2)

Facilitator Sessions –

These sessions are designed to develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children. Although the theoretical and practical content have a defined scope and sequence that is aligned to the recommended *Blueprint* installation timeline, each district will chart their own unique course. Because of this, the facilitator sessions will be designed using both the theoretical content scope and sequence along with specific data from the field.

Session # 1 Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Explore the major bodies of research used to develop the *Blueprint*.
 - Describe all of the systems within the *Blueprint*.
- Develop practical understandings of *Blueprint* installation.
 - Explore the suggested sequence of *Blueprint* installation.
 - Develop understandings of the components within the Mechanical Level of installation (Driver, Communications and Problem-Solving Driver Systems, 1st floors of three District Systems - Talent Management, Instructional Infrastructure, and Student Support Network)
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.

Session # 2 Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Compare and contrast systems, tasks, and initiatives.
 - Understand systemic reconfiguration – how this is significantly different than compliance.
- Develop practical understandings of *Blueprint* installation.
 - Understand how to support districts with the data collection associated with the Mechanical Level of installation (turnaround competencies, high-quality subject-specific instruction, and the depth of student/teacher relationships).
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.

Session # 3
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Understanding the purpose of the Performance Management Driver System.
- Develop practical understandings of *Blueprint* installation.
 - Develop understandings of the Lobby Level of installation.
 - Develop understandings of the intentional connections between each phase of installation.
 - Understanding how to support the district with the installation of the Performance Management Driver System.
 - Learn how to use the Blueprint Installation Timeline Tool (BITT) as a significant part of Performance Management.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.

Session # 4
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Develop understandings of Selecting Turnaround Leaders and Teachers as a support for Talent Management: Recruitment, Hiring, and Assignment.
- Develop practical understandings of *Blueprint* installation.
 - Continue to develop understandings of the Lobby Level of installation.
 - Continue to develop understandings of how to support the district with the installation of the Performance Management Driver System.
 - Continue to develop understandings of how to support the district with the use of the BITT as a part of Performance Management.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.
 - Revisit Blueprint Certification process.

Session # 5
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Develop understandings of curriculum and assessments:
 - ✓ How does a curriculum and assessment system fit into the Instructional Infrastructure?
- Develop practical understandings of *Blueprint* installation.
 - Continue to develop understandings of the Lobby Level of installation.
 - Compare and contrast a district's traditional role in curriculum and assessment.
 - Develop understandings of how to support districts in the use of their visions for high-quality subject-specific instruction as they determine their current reality in regards to district provided curriculum and assessments.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.
 - Revisit *Blueprint* Certification process.

Session # 6
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Develop understandings of Building Turnaround Networks.
 - Develop deeper understanding of building routines – Principals Leverage District Systems, Instructional Leadership Routines, and Teacher Collaborative Routines.
- Develop practical understandings of *Blueprint* installation.
 - Continue developing understandings of the Lobby Level of installation.
 - Develop understandings of the Mezzanine Level of installation.
 - Continue to develop understandings of the intentional connections between each phase of installation.
 - Make intentional connections between Building Turnaround Networks and Performance Management.
 - Develop understandings of how to support districts as they prepare to install Building Turnaround Networks and building routines.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.
 - Revisit *Blueprint* Certification process.

Session # 7
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Develop understandings of what a reconfigured district looks like.
- Develop practical understandings of *Blueprint* installation.
 - Continue to develop understandings of the Mezzanine Level of installation.
 - Continue to develop understandings of the intentional connections between each phase of installation.
 - Develop understandings of the Tenant Level of installation.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.
 - Revisit *Blueprint* Certification process.

Session # 8
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Deepen theoretical understandings of the *Blueprint*.
 - Continue to develop understandings of what a reconfigured district looks like.
- Develop practical understandings of *Blueprint* installation.
 - Continue to develop understandings of the Tenant Level of installation.
 - Continue to develop understandings of the intentional connections between each phase of installation.
 - Develop understandings of the Residential Level of installation.
- Develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children.
 - Reflect on the progress of the installing districts.
 - Revisit *Blueprint* Certification process.

**Additional sessions will be designed based on the specific theoretical and practical understanding needs of each *Blueprint* Facilitator Cohort.

Blueprint Facilitator Network Sessions –

These sessions are designed to develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children. Although the theoretical and practical content have a defined scope and sequence that is aligned to the recommended *Blueprint* installation timeline, each district will chart their own unique course. Because of this, the facilitator sessions will be designed using both the theoretical content scope and sequence along with specific data from the field.

Session # 1 Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Develop a collegial, collaborative, and professional network based on a deep desire to improve the education of Michigan children.
- Reflect on the *Blueprint* Facilitator Certification process.
- Reflect on *Blueprint* installation process.
- Continue to develop collaborative partnerships with facilitators engaged in *Blueprint* facilitation.
- Emerge with an enhance knowledge of what living in poverty really means for our students.
- Be compelled to take informed action to better meet the needs of students that are underachieving and living in poverty.
- Develop deeper understandings of how adult/student relationships are at the center of the Student Support Network.

Session # 2 Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Develop a collegial, collaborative, and professional network based on a deep desire to improve the education of Michigan children.
- Reflect on the *Blueprint* Facilitator Certification process.
- Reflect on *Blueprint* installation process.
- Continue to develop collaborative partnerships with facilitators engaged in *Blueprint* facilitation.

Session # 3 Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Develop a collegial, collaborative, and professional network based on a deep

- desire to improve the education of Michigan children.
- Reflect on the Blueprint Facilitator Certification process.
 - Reflect on Blueprint installation process.
 - Continue to develop collaborative partnerships with facilitators engaged in Blueprint facilitation.

Session # 4
Two Days (12 Hours)

Audience: *Blueprint* Facilitators

Session Outcomes:

- Develop a collegial, collaborative, and professional network based on a deep desire to improve the education of Michigan children.
- Reflect on the Blueprint Facilitator Certification process.
- Reflect on Blueprint installation process.
- Continue to develop collaborative partnerships with facilitators engaged in Blueprint facilitation.

**Additional sessions will be designed based on the specific theoretical and practical understanding needs of the *Blueprint* Facilitator Network.

Superintendent's Network Sessions –

These sessions are designed to develop a collegial, collaborative, and professional cohort based on a deep desire to improve the education of Michigan children. Although the content has a defined scope and sequence that is aligned to the recommended *Blueprint* installation timeline, each district will chart their own unique course. Because of this, the superintendent sessions will be designed using both the content scope and sequence along with specific data from the field.

Session # 1

One Days (6 Hours)

Audience: *Blueprint* Superintendents

Session Outcomes:

- Develop collaborative partnership with district leaders that are installing the *Blueprint* – learn from one another's experiences.
- Reflect on your district's journey so far – process strengths and roadblocks of challenging the status quo.
- Determine immediate next steps based on what you hear from other districts.
- Develop a deeper understanding of the Performance Management Driver System.
- Set action steps based on your district's installation timeline.

Session # 2

One Days (6 Hours)

Audience: *Blueprint* Superintendents and Team

Session Outcomes:

- Develop collaborative partnership with district leaders that are installing the *Blueprint* – learn from one another's experiences.
- Reflect on your district's journey so far – process strengths and roadblocks of challenging the status quo.
- Determine immediate next steps based on what you hear from other districts.
- Continue to deepen understandings of the Performance Management Driver System.
- Develop a deeper understanding of developing and installing district systems vs. completing a series of tasks.
- Develop a deeper understanding of the Leadership Network.
- Set action steps based on your district's installation timeline.

Session # 3

One Days (6 Hours)

Audience: *Blueprint* Superintendents and Team

Session Outcomes:

- Develop collaborative partnership with district leaders that are installing the Blueprint – learn from one another’s experiences.
- Reflect on your district’s journey so far – process strengths and roadblocks of challenging the status quo.
- Determine immediate next steps based on what you hear from other districts.
- Continue to deepen understandings of the Performance Management Driver System.
- Develop a deeper understanding of developing and installing district systems vs. completing a series of tasks.
- Continue to develop deeper understandings of the Leadership Network.
- Set action steps based on your district’s installation timeline.

Session # 4
One Days (6 Hours)**Audience:** *Blueprint* Superintendents and Team**Session Outcomes:**

- Develop collaborative partnership with district leaders that are installing the Blueprint – learn from one another’s experiences.
- Reflect on your district’s journey so far – process strengths and roadblocks of challenging the status quo.
- Determine immediate next steps based on what you hear from other districts.
- Continue to deepen understandings of the Performance Management Driver System.
- Continue to develop deeper understandings of the Leadership Network.
- Develop understandings of Building Turnaround Networks.
- Make intentional connections between Building Turnaround Networks and Performance Management.
- Set action steps based on your district’s installation timeline.

**Additional sessions will be designed based on the specific theoretical and practical understanding needs of each Superintendent Cohort.