# *Blueprint*
# Technical Certification

MI Excel's *Blueprint* Technical Certification program is an opportunity for participants to receive on-going intensive support from the MI Excel team as they deepen their theoretical understandings of the *Blueprint [for Turnaround]* (Chandler & Frank, 2015).

We define Rapid Turnaround as "dramatic improvement in student and teacher performance in a short amount of time" (Chandler & Frank, 2015). While what truly matters to improving student performance occurs in the classroom between the teacher, student, and content, comprehensive school reform efforts have failed in large part because they have focused on improving student learning and teacher performance one classroom at a time.

Many external support providers have focused their efforts at the building or classroom level. While these supports are important, they have failed to leverage the dramatic systems improvements needed so that all students have the opportunity to be successful in the classroom environment and beyond. National and International researchers have recently focused their efforts at the district or system level as it is the district's responsibility to lead instructional improvement and to create the systems needed to support that improvement while eliminating barriers and obstacles to that improvement (Lane, 2013).

The *Blueprint* [for Turnaround] is an opportunity for the organization (the district) to create urgency and leverage systemic support for the dramatic improvement and sustainability of student and teacher performance. It is designed to create a stronger systemic focus on and support of high quality teaching and high levels of student learning.

The *Blueprint* [for Turnaround] is grounded in the research of experts in reform research, but takes their work on specific elements [created in isolation] and connects them to each other to create a powerful, systemic approach that will challenge the status quo, base the organization's decisions on what is needed to support student learning for all students, and provides the support and guidance needed to realize and sustain dramatic improvement.

The *Blueprint* Technical Certification program allows participants the opportunity to deepen their theoretical understandings of the *Blueprint* by engaging in content-based professional learning and demonstrating their understandings through rigorous performance assessments.

Through this certification process, participants will receive on-going support to assist in understanding the various system components of the *Blueprint* in a way that deepens their understandings of; dramatic improvement, district system reconfiguration, creating and leveraging urgency, systemic focus on and support of high quality teaching and high levels of student learning; all through the experts in reform research. This program will result in a list of technical experts whose knowledge and expertise in the theory of the *Blueprint* has been documented to be of the highest quality.

Calhoun ISD's MI Excel Team Chandler & Mohney, 2017.

The *Blueprint* Technical Certification will:

- Increase participants' theoretical understandings of the *Blueprint [for Turnaround]*;
- Provide face-to-face learning;
- Provide a list of technical experts whose knowledge and expertise in the theory of the *Blueprint* has been documented to be of the highest quality; and
- Assess and document each participant's theoretical understandings of the *Blueprint* for Turnaround.

*Technical Sessions –*

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**Blueprint Technical Certification Overview**
One Day (6 Hours)

**Session Outcomes:**
- Develop understandings of the process and expectations of the *Blueprint* Technical Certification process.
- Chart a plan of action for deepening theoretical understandings of the Blueprint through the required technical sessions.

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**Diving Deeper Level I**
Three Days (18 Hours)

**Session Outcomes:**
- Develop understandings of systems thinking.
- Define turnaround.
- Develop a beginning understanding of the *Blueprint.*
- Connect systems thinking to the *Blueprint*.
- Develop understandings of the Blueprint driver and driver systems – District Turnaround Network, Problem-Solving, Communications, and Performance Management.

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**Diving Deeper Level II**
Three Days (18 Hours)

**Session Outcomes:**
- Develop a deeper understanding of the *Blueprint.*
- Summarize the major bodies of research used to develop the *Blueprint.*
- Develop understandings of the four district systems – Talent Management, Leadership Network, Instructional Infrastructure, and Student Support Network – that are most closely aligned to student achievement.
- Connect major bodies of reform research to the four district systems of the *Blueprint.*

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**Diving Deeper Level III**
Three Days (18 Hours)

**Session Outcomes:**
- Review the *Blueprint [for Turnaround]*.
- Compare and contrast the traditional school improvement team to the Building Turnaround Network.
- Make connections between the role of the Building Turnaround Network and the *Blueprint* systems.
- Develop an understanding of the significance of routines.
- Develop understandings of building routines – Principals Leverage and Make use of District Systems, Instructional Leadership Routines, and Teacher Collaborative Routines.
- Connect all of the components of the *Blueprint* through the Performance Management Driver System.

**Crucial Conversations**
Two Days (12 Hours)

**Session Outcomes:**
- Identify when conversations turn crucial.
- Learn how to stay focused on results and stay in dialogue.
- Develop skills to speak persuasively, not abrasively.
- Learn how to foster teamwork and better decision-making skills.
- Develop skills to build acceptance rather than resistance.
- Learn how to resolve individual and group disagreements.

**Collaborative Learning Cycle**
One Day (6 Hours)

**Session Outcomes:**
- Develop understandings of the Problem-Solving Driver System and how this driver system functions within the *Blueprint [for Turnaround]*.
- Learn the attributes of high performing groups.
- Develop understandings of the Collaborative Learning Cycle.
- Explore data using the Collaborative Learning Cycle.
- Synthesize the use of the Collaborative Learning Cycle as a district's data protocol within their Problem-Solving Driver System.

**Selecting Turnaround Teachers and Leaders**
Two Days (12 Hours)

**Session Outcomes:**
- Develop understandings of the Talent Management District System and how Recruitment, Hiring, and Assignment looks different in a *Blueprint* installing district.
- Develop understandings of the strategic process of using adult competency data to make recruitment, hiring, and assignment decisions in a *Blueprint* installing

district.

**Performance Assessment**
One Day (6 Hours)

**Session Outcome:**
- Demonstrate theoretical understandings of the *Blueprint [for Turnaround]* by synthesizing the learning from the technical sessions.