

Final Project

Explanation and Analysis of Supervision/Website

By Deirdre Wilson-Redmond

Supervision and Evaluation: People, Programs and Performance Appraisal

EDLP 609

Professor Anthony Bundy

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The Young Women's STEAM Academy's Mission & Vision Statements



Mission Statement

The Young Women's Academy educates girls, from an urban setting, to meet the challenges of their time and inspires them to become extraordinary thinkers and innovators, courageous leaders, and women of integrity.

We are a vibrant, inclusive community where diversity of thought and experience is respected and viewed as essential to excellence. We welcome and benefit from the perspectives of people who differ in culture, ethnicity, family structure, financial capability, learning style, physical ability, race, religion, and sexual orientation. At YWA, myriad voices speak and are heard; active engagement of all is expected and important for the strength of the School community.

Our shared values bind us together.

Our interdependence and our individual differences are worthy of celebration.


Vision Statement

To become a premier urban school of education of young women recognized for its diversity, and known for excellence in teaching, learning, research and technology prowess.


Mantra


We represent
the promise of hope & a future.



The Young Women's STEAM Academy's Faculty


Name	Title	Description of Job Duties
<p>Angela Bassett</p> 	<p>Superintendent of Schools</p>	<p>A school superintendent is the chief executive officer of a school district. A superintendent is usually hired by the school board of the district. As the CEO, superintendents have general management responsibilities, including hiring of senior staff. They typically oversee education standards and student achievement, plan budgets and allocate resources, and also act as the point person for interactions with government agencies.</p>

Name	Title	Description of Job Duties
<p data-bbox="203 283 560 315">Deirdre Wilson-Redmond</p>  <p>A portrait of Deirdre Wilson-Redmond, a woman with long, thick, brown dreadlocks. She is wearing glasses and a black puffer vest over a black lace top. The background is dark with a pattern of light-colored circles.</p>	<p data-bbox="998 283 1112 315">Principal</p>	<p data-bbox="1161 283 1412 1008">Principals manage the day-to-day activities of public and private elementary, middle and high schools. They oversee faculty and staff and make decisions that impact the overall educational success of the school. A master's degree in education administration or leadership, along with teaching experience are common requirements.</p>

Name	Title	Description of Job Duties
<p data-bbox="203 283 375 317">Hallie Berry</p> 	<p data-bbox="950 283 1073 359">Vice-Principal</p>	<p data-bbox="1133 283 1414 1692">An assistant principal, sometimes called a vice-principal or Deputy Principal, assists a principal in the general governance and leadership of a school. Experience as an assistant principal is often a prerequisite for advancement to a principalship. Assistant principals are often responsible for student discipline, classroom observations, teacher evaluation and supervision, facilitating parent meetings, maintaining schedules, and handling logistical matters. Additionally, assistant principals frequently serve as testing coordinators, training staff on procedures related to standardized assessment, as well as accounting for testing materials. In addition to these duties, assistant principals are instructional leaders.</p>

Name	Title	Description of Job Duties
<p>Mae Jamison</p> 	<p>Supervisor of Instruction</p>	<p>Leads the development, organization, implementation, coordination, and evaluation of the grades Preschool-12 instructional programs to ensure that all students meet and exceed the State Core Curriculum Content Standards. Achieving excellence requires that the Supervisor works collaboratively to lead and nurture members of the staff, and communicates effectively with parents, members of the community, and colleagues in other districts and schools.</p>

Name	Title	Description of Job Duties
<p>Salma Hayak</p> 	<p>Teacher Coach- Humanities</p>	<p>Guide 25 teachers in creating individual growth plans (Areas of Focus) for students assigned in the case management load. • Ensure teachers are monitoring and documenting student progress, and are able to articulate that to appropriate persons. • Mentor teachers on Best Practices and curriculum/instruction. • Counsel individual teachers as needed. • Support teachers in dealing with student behavior issues as needed, following up with students of concern. • Train/support new teachers. • Check teachers' weekly planners and assist with lesson planning. • Support teachers' understanding of student learning profiles.</p>
<p>Selena Gomez</p> 	<p>Teacher Coach- Math, Science, Engineering & Technology</p>	<p>Guide 25 teachers in creating individual growth plans (Areas of Focus) for students assigned in the case management load. • Ensure teachers are monitoring and documenting student progress, and are able to articulate that to appropriate persons. • Mentor teachers on Best Practices and curriculum/instruction. • Counsel individual teachers as needed. • Support teachers in dealing with student behavior issues as needed, following up with students of concern. • Train/support new teachers. • Check teachers' weekly planners and assist with lesson planning. • Support teachers' understanding of student learning profiles.</p>

Name	Title	Description of Job Duties
<p data-bbox="203 283 609 315">Dwayne “The Rock” Johnson</p> 	<p data-bbox="815 283 925 357">Head of Security</p>	<p data-bbox="1003 283 1412 1050">There are different kinds of chief security officers. Some focus on the physical security of a company, school or other organization's facilities and employees. Others are responsible for digital and information security. In large corporations, chief security officers may provide both physical and information security. However, given the increasingly digital nature of society - from business to education to healthcare - the most prevalent type of chief security officer is the information security type, who is responsible for protecting company and employee information against unauthorized access. Equivalent titles for this position include chief information officer and chief technology officer.</p>

The Young Women's STEAM Academy's Supervisory Platform

A supervisor's main focus should be to work with teachers to improve student learning. To effectively accomplish this, supervisors should work under an experimentalism philosophy; creating and testing hypotheses to improve individual skills of teachers. Supervisors should also work toward more autonomous supervision of teachers (Existentialism) but still maintain interactions with teachers on their progress. By working with teachers to improve student learning, the school will ultimately improve.

Peer coaching to improve teacher aptitude is crucial to a successful school environment because the pre-service teaching model cannot possibly encompass or cover all of the ingredients to producing a great teacher. Teaming up veteran teachers and teachers who are newer to the profession can add value to the process and end result. Recognizing that trust can be an issue for this form of evaluation, pairing of teachers must be carefully implemented.

Although the Collaborative approach to Developmental Supervision would be my mainstay, the other examples come in to play intermittently with all observations because of the nature of people and personalities. Direct Control, Directive Informational, Collaborative and Non-directive all begin with identifying problem areas which need attention.

In Directive Control, the supervisor indicates the desired solution and directs the educator to try it. In Directive Informational, the administrator gets feedback from the teacher, determines five options and then asks the him or her to choose one of the alternative solutions. In Collaborative, the administrator presents his/her perception of the problem, exchanges ideas, accepts possible conflict and then negotiates a mutually acceptable solution. Finally, in the Non-Directive approach, there is a lot of listening going on. The administrator restates the problem and then asks for teacher feedback in the form of possible solutions and specific actions. The

teacher is placed in the driver's seat to create an action plan. This plan is the most like experimentalism.

It is vital to experimentalism that teachers and supervisors have a positive working relationship. Supervisors need skills to motivate, communicate, mediate, and help teachers learn how to experiment with different strategies and teaching skills. These skills coupled with values of success, excellence, and a will to help everyone, will begin to create the atmosphere for school improvement.

In the supervisory roles, the ultimate goal is to improve students learning by giving teachers valuable skills and supporting the use of those skills provided they are productive and have positive outcomes.

As an instructional supervisor my leadership platform is based my supervisory approach from Glickman's collaborative, which is described as when "both supervisor and teacher share information and possible practices as equal in arriving at a potential mutual plan." (Glickmn, Gordon & Ross-Gordon, p. 92) I believe in expanding the horizons of teachers through peer-conversations and professional developments. Teacher cognition varies due to their age and experience. As a supervisor, I would pride myself on the same approach I use for teaching students, which is:

When a student is motivated, the sky is the limit as to what he or she can achieve in all facets of life. My goal is to have an intrinsic understanding of each of my students' needs and abilities so that I can find a way to help each of them reach for the stars and beyond.

References

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Glickman, C.D., Gordon, S.P. & Ross-Gordon, J. (2013). *The basic guide to supervision and instructional leadership*. Pearson, The United States of America.

Houston, P. Blankstein, M. & Cole, R. (2007). *Out-of-the-box leadership: (The soul of education)*, Corwin Press, Thousand Oaks, CA.