NYSCATE 1st Annual NYC Conference: Digital Leadership
April 28, 2018

Building Teacher Capacity and Cultivating a Culture of Pedagogical Innovation
Dr. Andrea Tejedor
Assistant Superintendent for Curriculum, Instruction & Technology
Highland Falls – Fort Montgomery CSD

Opening Question: What is a teacher-leader?

_____

_____

_____

The Spiral Model for Change

*Kleiner, A., Griffin, L. K., Farb, B. (2003). Dialogos International, LLC.

Invitation & Discovery

1. Who would you invite? Write the name of 5 staff/faculty members that you would invite
   to the dialogue?

   _____

   _____

   _____

   _____

   _____

2. What is driving us to seek change? What are the potentials to which we aspire?

   _____

   _____

The Spiral Model for Change

3. Can you define the:

- Belief System(s):_____

- Stake Holders:_____

- Customs:_____

- Community Values: _____

Seeding the Ground: Collective Maturation & Sponsorship Container

1. What do you have to do to seed the ground and take local action?

2. Can you name the movers, followers, opposers & bystanders in your system?

Movers	Followers	Opposers	Bystanders

3. What containers for inquiry do you need to create?

The Spiral Model
for Change

Embracing Complexity

Listen to the audio recording. Do you hear evidence of teacher reflection, collaboration, learning, and/or risk taking? Record your answers/evidence in the chart below.

Teacher Reflection	Collaboration
Learning	Risk Taking

Sponsorship & Local Action: Engage the Subsystems

1. Can you define the constituencies of your school system?

2. What strategies can you use to engage the subsystems in the conversation?

The Spiral Model for Change

4. Embracing Complexity: Suspend Complexity

- Define the history of your system… and its future.

Exercise: History Map (The Story of How We Got Here)

	1995	2005	2015	2025
The World at Large				
Our School System				
Our Team & Project				
Myself & My Life				

Synthesis, Differentiation, & Living Design

1. The system we are trying to influence is …

2. Therefore, we need to learn ….

3. As a team of learners, we are bringing …

4. One next step we might take …

The Spiral Model
for Change