



THE MAKING OF A LEADER



SPOTLIGHT



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THE BENEFITS OF MODELING: FOR TEACHERS AND STUDENTS

Securing buy-in for change leadership and instructional practices can be difficult. Using the OLAC tools and resources, Campbell Memorial High School has been able to model change, secure buy-in, and improve teacher collaboration and performance.



HOW WE'RE USING OLAC TOOLS

We were first introduced to OLAC resources through many of Brian McNulty's presentations, and through representatives attending State Personnel Development Grant (SPDG) meetings. After these meetings, our teams would return to our high school and share what they had learned. Investing in our teachers' learning through SPDG exemplifies an important message – that we want to provide the best and most meaningful learning environment for our students and our teachers.

One of the ways we're leveraging the OLAC tools is by using our early release days to share webinars and other resources with our staff. The OLAC tools align well with the Ohio Improvement Process (OIP), so our goals locally are parallel with what's expected at the state level.



OUR FAVORITE OLAC TOOLS

The webinars are valuable resources. We've found the webinar, [The Critical Role of the BLT](#), an especially useful resource, and the [OLAC Video Library](#) is great for our teachers. The videos are easily accessible and user-friendly, which allow us to show relevant examples. The videos also reinforce the benefit of the OIP, show what the process looks like in action, and provide us examples to model. Before seeing these videos, many of our teachers didn't see the benefit of the OIP.

The team and self-assessments are also useful resources for new administrators because they help gauge where you are, and where your team is in relation to the work you're doing together.



"When we began the OIP, there was no cohesion in our building between grade levels or content areas. Through collaboration with internal and external facilitators, as well as OLAC resources, our teacher-based teams (TBTs) and building-level team (BLT) became stronger and more effective."

—Alaina Rauber, Intervention Specialist,
Campbell Memorial High School

"The OIP has been beneficial both vertically and horizontally. It allows us to minimize gaps in instruction, be accountable for our content, and produce quality lessons that benefit our students so that they can excel in the classroom."

—John Childers, Math Department,
Campbell Memorial High School



OLAC'S IMPACT

Incorporating OLAC's tools and resources into our professional learning has positively impacted how we work together. Learning from one another and working collaboratively have been incredible. Improving our team-building has given us the courage to take risks because the OLAC resources inspire new ideas and teacher collaboration. We've also seen growth in our value-added scores, and using the 5-Step Process has helped us implement with fidelity.

Your turn! We're excited to showcase voices from the field stories through our blog, e-newsletters, and social media. If you have experienced results using OLAC tools and would like to be featured, please contact Jim Gay at jimgay@basa-ohio.org.