

# SCIENCE LEADERSHIP INITIATIVE

GRIFFIN MUSEUM OF SCIENCE+INDUSTRY

Every child should have access to high-quality science instruction.

The **Science Leadership Initiative** provides a mechanism and supports for schools to sustainably shift the systems and culture of their institution toward greater access to high-quality science instruction and experiences for all students.

Meaningful, sustainable, lasting change in schools takes time and intention. Kenneth C. Griffin Museum of Science and Industry's Science Leadership Initiative provides the tools, resources, and structures to support schools in identifying their unique assets and needs, setting long- and short-term goals, and taking action to achieve those goals over time. In this three-year partnership, the Museum empowers schools to self-assess their existing practices and processes related to science instruction across all aspects of their system and invites schools to identify and build actionable plans aligned to a school-wide outcome that over time will increase access to high-quality science instruction and experiences for all students.

The Science Leadership Initiative trains a core team of leaders from each school in Three Processes and utilizes a gradual release model to ensure schools are able to continue to lead that work beyond the formal partnership. Through this partnership, schools will receive:

- 38 Continuing Education Hours during the Commitment Year — at no cost — for each member of the Leadership Triad\*
- Substitute Reimbursement if needed
- 1:1 Mentoring and coaching by Griffin MSI Senior Educators
- Modest Financial Support for School Action Plans during the Partnership Years
- Collaboration within and across cohorts of current School Partners
- Access to a network of School Partners and Alumni through regular gatherings and networking events
- Free family memberships to Griffin MSI for ALL members of the Cross-Disciplinary School Team
- Research Based Tools to Implement the Program including access to the digital suite of School Support Tools

\*Griffin MSI is currently an ISBE certified Professional Learning Provider for teachers only. We are not currently certified to provide Administrator Academy credit.

## HOW TO APPLY

- The window to submit applications will be open **April 10th – May 20th**.
- **Interested schools must have their principal and at least 1 member of the Leadership Triad attend an Information Session.**
  - Dates of upcoming information sessions are listed on science leadership website.
- Once the principal and 1 triad member have attended an info session, **the application link will be sent to the triad member(s)** who attended the information session.
- **All three triad members will need to submit an application** for their respective role in their school's leadership triad.

### **For more information:**

- Visit: <https://www.griffinmsi.org/professionals/science-leadership-initiative>
- Email: [Science.Leadership@GriffinMSI.org](mailto:Science.Leadership@GriffinMSI.org)

## KEY FEATURES

What it <i>IS</i>	What it <i>IS NOT</i>
<ul style="list-style-type: none"><li>• Repeated engagement in the <b>three processes</b> of self-assessment and reflection, action planning and implementation of plans aligned to long terms goals for science teaching and learning.</li><li>• A process to <b>build sustainable, systemshifting</b> practices that expand access to high quality science teaching and learning for all students.</li><li>• A <b>differentiated process</b>, led by staff within the school and driven by individual schools' needs and context.</li><li>• An opportunity for a <b>three-year partnership</b> with the Museum with schools reapplying after the initial Commitment Year.</li><li>• Engagement with Museum staff who will <b>train, coach, and support the Leadership Triad</b> to facilitate this work at their school.</li><li>• An opportunity to join an alumni <b>network of over 100 SLI School Partners</b> who share the desire to prioritize science at the whole-school level.</li></ul>	<ul style="list-style-type: none"><li>• NOT the Museum prescribing programs or developing plans for your school.</li><li>• NOT a method of enforcing mandates.</li><li>• NOT a judgment or score of the school's deficiencies in science programming or an assessment of any individual teacher's practices.</li><li>• NOT a "one size fits all" solution.</li><li>• NOT a program only for science teachers.</li><li>• NOT short-term change or a quick fix.</li><li>• NOT a process led by a school administrator or single teacher.</li><li>• NOT Museum staff facilitating meetings at your school.</li><li>• NOT a training for instructional coaching.</li><li>• NOT a curriculum for K-12 science or STEM education.</li><li>• NOT the Museum's Professional Learning workshops about science instruction or the Next Generation Science Standards.</li></ul>

## PHASES OF THE SCIENCE LEADERSHIP INITIATIVE

Science Leadership School Partners have the opportunity to partner with Griffin MSI for up to three consecutive years. During the Commitment Year schools will self-assess the current reality of science teaching and learning in their school community, determine their larger school-wide goal for science teaching and learning in their building, and action plan towards the first milestone needed to reach that larger goal.

Upon completion of their Commitment Year, schools will have the opportunity to apply to be a formal School Partner with Griffin MSI. Acceptance into the Partnership Years moves schools into an intentional relationship with Griffin MSI for the next two years through which the museum will support the leaders and Cross-Disciplinary Team members in developing achievable action plans aligned towards their larger goals.

At the conclusion of the Partnership Years, School Partners will become a member of the Alumni Network. This network of over 110 schools gather to support one another through collaboration and dialogue centered on using the three processes to drive further changes in their school communities. They are also invited to serve as mentors to current School Partners who are learning how to utilize the three processes in their own schools.



## CHARACTERISTICS OF THE LEADERSHIP TRIAD

School partners within the Science Leadership Initiative are represented by a core leadership team of three individuals in the building. Together, this Leadership Triad facilitates the work of a larger Cross-Disciplinary School Team that meets regularly throughout the school year.

### Members of the Leadership Triad Demonstrate:

- The ability to collaborate and communicate together as a leadership team effectively
- A shared investment in the program and the team
- The skill to cultivate strong relationships among the whole school community

### The Leadership Triad must include 3 Members:

#### Member 1: Teacher of Science

This individual must currently teach science on a regular basis to any grade level or group of students.

#### Member 2: Co-leader

This individual can be in any role.

#### Member 3: Supporting Leader

This individual must serve in a decisionmaking role in the building or have direct input into decisionmaking. Principals, Assistant Principals, Deans, STEM Coordinators and other building-level roles are a good fit.

At least one member of the Leadership Triad must have been at the school for a minimum of 2 years

Every member of the Leadership Triad must have been in their role for a minimum of 2 years

## Whether or not the Principal is not part of the Leadership Triad, their responsibilities include:

- Protecting time for the planning and execution of Cross-Disciplinary School Team meetings
- Dedicating resources to ensure program can be implemented with fidelity (time, financial, personnel, or material)
- Establishing and protecting the work of the Science Leadership Initiative as the main focus that year for your campus [few or no competing commitments]
- Maintaining a regular touchpoint with a member of the Leadership Triad and elevating their work at the whole school level through regular communication
- Making a commitment to continue the work of integrating the processes learned during Partnership Years on an ongoing basis beyond the Partnership Years

## The Leadership Triad Commits to:

- Attending all seven work sessions during the Initial Commitment Year (2 virtual in the evening and 5 onsite during school hours at Griffin MSI, including a two-day summer launch)
- Recruiting and cultivating a Cross-Disciplinary School Team of 4-6 additional staff members
- Scheduling and protecting time for their Cross-Disciplinary School team to meet, approximately two hours per month
- Establishing and protecting the work of the Science Leadership Initiative as the main focus that year for your campus [few or no competing commitments]

## TIME REQUIREMENTS OF THE **INITIAL COMMITMENT YEAR**

### COMMITMENT YEAR WORK SESSIONS: *All Members of the Leadership Triad*

All members of the Leadership Triad are required to attend the following training and work sessions conducted by Griffin MSI (in-person or virtual), or name a replacement for a given work session, in addition to the time spent leading and facilitating the work of their crossdisciplinary team at school.

	Summer Training	Work Sessions
<b>LEADERSHIP TRIAD</b>  <i>(Total = 38 hours with Griffin MSI)</i>	<b>In Person</b> <b>8:30 A.M. – 3:30 P.M.</b> <ul style="list-style-type: none"> <li>August 4</li> <li>August 5</li> </ul>	<b>In Person</b> <b>8:30 A.M. – 3:30 P.M.</b> <ul style="list-style-type: none"> <li>September 30</li> <li>January 13</li> <li>March 3</li> </ul> <b>Virtual</b> <b>5:30 P.M. – 7:00 P.M.</b> <ul style="list-style-type: none"> <li>November 19</li> <li>April 7</li> </ul>

### SCHOOL MEETINGS: *Cross-Disciplinary School Team*

A **minimum of 20 hours** of total school meeting time **spread over the course of the academic year** will be needed for each cross-disciplinary team member to complete the work of evidence gathering, rating, and action planning at the school site. This is the equivalent of 2 hours per month.

AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY
<b>EVIDENCE GATHERING + RATING, REFLECTION AND GOAL SETTING</b>							<b>ACTION PLANNING AND REAPPLICATION</b>		
<b>14 hours</b> of meeting time (2 hours per month) + additional time to submit evidence prior to meetings							<b>6 hours</b> of meeting time (2 hours per month) additional time for implementing		

The *Cross-Disciplinary School Team* is comprised of **6–8 staff members including:**

- The Leadership Triad:** A Teacher of Science, A Co-Leader and A Supporting Leader
- 4–6 additional staff members:** assembled from across many subject areas and grade levels

## TIME REQUIREMENTS OF THE **PARTNERSHIP YEARS**

### **PARTNERSHIP YEARS WORK SESSIONS:** *All Members of the Leadership Triad*

In an effort to ensure that schools who enter the Partnership Years will have lasting and sustainable success with the program, all schools are required to re-apply at the end of the Initial Commitment Year. All participants will have access to the Partnership Years admission criteria and Griffin MSI staff will provide ongoing feedback and support throughout the Initial Commitment Year.

When a school is accepted as an official School Partner, they enter the Partnership Years. During the two Partnership Years, all members of the Leadership Triad are required to attend the following training and work sessions conducted by Griffin MSI (in-person or virtual), or name a replacement for a given work session, in addition to the time spent leading and facilitating the work of their cross-disciplinary team at school

	Summer Training	Work Sessions
<b>LEADERSHIP TRIAD</b>  <i>(Total = 17 hours with Griffin MSI)</i>	<b>In Person</b> <b>8:30 A.M. – 3:30 P.M.</b> <ul style="list-style-type: none"> <li>• 1 Day in August TBD</li> </ul>	<b>In Person</b> <b>8:30 A.M. – 3:30 P.M.</b> <ul style="list-style-type: none"> <li>• March TBD</li> </ul> <b>Virtual</b> <b>5:30 P.M. – 7:00 P.M.</b> <ul style="list-style-type: none"> <li>• October TBD</li> <li>• January TBD</li> </ul>

### **SCHOOL MEETINGS:** *Cross-Disciplinary School Team*

A **minimum of 16 hours of total school meeting time spread across the academic year** will be needed for each cross-disciplinary team member to complete the implementation, reflection and action planning at the school site.

AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY
<b>IMPLEMENTING ACTION PLAN</b>					<b>RE-RATING AND GOAL SETTING</b>		<b>ACTION PLANNING FOR THE NEXT YEAR</b>		
<b>6 Hours</b> of Meeting Time (2 hours to Reflect and launch in August, 1 hour per month to monitor implementation)					<b>4 Hours</b> of Meeting Time (2 hours per month)		<b>6 hours</b> of meeting time (2 hours per month)		