# **Setting the Anchor: Securing Dunellen's Future through Staff Leadership – Pacing Guide**

## Summary:

Creating capacity for professional improvement is essential for moving a system forward, and in Dunellen we are working to leverage our small staff to do big things. Join us to hear about how committee work, professional development, and improved communication efforts have helped staff members take more ownership of processes designed to help improve outcomes for all students.

## Session Objectives:

By the end of this session, participants will be able to:

* Understand how Dunellen Public Schools is creating capacity for professional growth through committee work, professional development, and communication strategies.
* Reflect on current practices and identify time-consuming or repetitive tasks that may hinder instructional impact.
* Collaboratively generate strategies to increase staff leadership and participation in school improvement efforts.
* Identify practical changes that teams can make to advance a unified vision for student growth.

Table 1 - Pacing and Activities

| **Time** | **Topic** | **Activity** | **Purpose** |
| --- | --- | --- | --- |
| 10 minutes | Welcome & Opening Reflection | Whole-group / Think-Pair-Share discussion: “What work in your roles feels repetitive or inefficient?” | Ground session in authentic staff experience |
| 10 minutes | Vision and Framing the Work | Presentation with infographic and key vision slides | Share the “why” behind the current and future work and provide context for the purpose of the session and long-term goals |
| 15 minutes | Design Thinking Sprint | Small Group “Design Your Own Improvement”   * Identify a challenge * Suggest a leverage point * Propose a small redesign (time, process, communication, or tools) | Empower practical leadership and creative problem-solving |
| 10 minutes | Insight to Impact | Presentation with information about process and goals | Share insight into specific actions taken in Dunellen |
| 5 minutes | Vision Mapping | Individual reflection and share: What will I lead or improve in my sphere of influence this year? | Cultivate leadership and ownership of next steps |
| 10 minutes | Closing and Feedback | * Share key takeaways * Complete Google Form | Reinforce insights and gather input for continuous improvement |