

**Presented by:**

**Kathy Larson**

*Kathy is an accomplished national and international professional developer, who emphasizes community building and achieving continuous growth with professionals at every level in the education system.*

*Her work is characterized by her engaging delivery, interactive and provocative learning designs, and performance-based approaches. She specializes in various topics which include building professional cultures, mentoring, classroom walkthroughs for school systems, coaching for courageous conversations, and leadership skills.*

*Larson developed a performance-based training "Classroom Walkthroughs for School Systems" (© 2004) and delivered this training to both private and public school leaders throughout the United States, Canada, and most recently, to the Zurich International Schools in Switzerland. For the last 10 years as Wisconsin's lead consultant for educational reform, her work remains instrumental in the delivery of a statewide model for educators' license renewal.*

*She serves as an adjunct faculty member at Viterbo University LaCrosse, WI, Carroll University, and the University of Wisconsin-Whitewater, and is an associate member of Consensus Associates, Terrebonne, CO.*

*Larson is co-author of The Mentoring Year: A Step-by-Step Program for Professional Growth (Corwin Press).*

**Minnesota Elementary School  
Principals' Association**  
Leading Schools Toward Excellence



MESPA will be the premiere resource for preparing today's principals for tomorrow and a strong leading voice for public education.

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# Three Minute Walkthrough, Phase 2

Coaching and  
Performance Based Plans:  
Use the walkthrough to  
professionally develop  
teachers with the  
cooperative feedback  
mechanism



**Monday, February 27, 2012**  
**9:00 a.m. - 3:00 p.m.**  
**with working lunch**

8:45 a.m. Registration &  
Coffee

TIES Education Center --  
Grand Hall  
1667 N. Snelling Avenue  
St. Paul, MN 55108

**Three Minute Walkthrough,  
Phase 2  
provides a cooperative  
feedback mechanism: a dynamic  
learning model, noticing growth as  
it happens. The principal becomes  
an active witness  
providing teachers with a way of  
looking at their work.**

**Using cooperative feedback, principals  
will learn:**

- ✓ To support teachers through all stages of development in their professional growth – witnessing teachers' performance and growth.
- ✓ To gear reflective prompts to address their school climate and culture, toward the work of their professional learning community.

**Seminar Format:**

The seminar will include interactive lecture, group activity, and discussion.

**The morning** will focus on review of the reflective coaching process, targeting the instructional component.

**The afternoon** will focus on the coaching element and on performance-based plans – before or after PLCs have made their goals.

- How do we develop performance-based plans based on walkthroughs?
- How do principals know if teachers are implementing common core standards?
- How are teachers using technology to advance higher-level thinking and problem solving?
- How can principals better support teachers? Do they need: coaching, or staff development, or better time with their team?

“Deming (Dr. W. Edwards Deming, 1900-1993) told us that our education system is designed to give us the results we get. Therefore, if we aren't getting the results we want in student learning, we must change our system of delivery and be able to give input to help teachers change the system. This is why we need a system appraisal. Test scores don't tell us *how* we got those scores.”

– Kathy Larson

You took the MESPA Three Minute Walkthrough seminar with Kathy Larson -- and use it to provide an audit: reflective information to guide teachers toward a continuous improvement cycle. But can we learn more from the data: Can we use the walkthrough to:

- target and witness growth over time?
- measure and tie growth to school-wide and district-wide plans, budgets and prerogatives?

**Yes! Move on to the Three Minute Walkthrough, Phase 2. Register TODAY!**

**Monday, February 27, 2012  
9:00 a.m. - 3:00 p.m. (8:45 registration & coffee)  
Registration due by Monday, February 13, 2012**

Name: \_\_\_\_\_ School: \_\_\_\_\_  
Address: \_\_\_\_\_ City, State, ZIP: \_\_\_\_\_  
Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

**MESPA Member**

Enclosed is \$195.00  
includes refreshments, lunch, materials, CEUs  
(MASSP members receive member rate)

**Non-Member**

Enclosed is \$225.00  
includes refreshments, lunch, materials, CEUs

**Checks or POs should be made payable to:** Minnesota Elementary School Principals' Association

**Return completed registration form with check or PO to:**

MESPA • 1667 North Snelling Avenue • Suite C101 • St. Paul, MN 55108

Questions? Please call the MESPA office at (651) 999-7310 or (800) 642-6807 or visit our Web site at [www.mespa.net](http://www.mespa.net).

**This completed registration form constitutes a bill for full seminar payment.**

**Cancellation/Refund Policy:** NO refunds after February 13. Prior to February 13, you may be refunded less \$25.00 and meal costs.

**Confirmation of your registration:** will be sent via e-mail along with seminar location and phone number.

**Important – to reserve your spot FAX your registration to 651/999-7311 before mailing with payment or purchase order.**

Office use only: revised 10.24.11  
D \_\_\_ P \_\_\_ Date \_\_\_\_\_ Check # \_\_\_\_\_ PO # \_\_\_\_\_ Req. Invoice (date) \_\_\_\_\_ Invoice Ck# \_\_\_\_\_

Detach form before mailing

