Personalized Learning via 10 Minute Meets

Customized learning focused on strengths, opportunities, skills, and interests.

Considerations:

Personalized Professional Learning

Meet monthly with each member of your team in **10 Minute Meetings**. Keep a timer. Establish the short nature early on in the conversation (or whole staff set up), Monthly **10 Minute Meets** set up an ongoing conversation rather than a once and done event. If you have an assistant principal perhaps they conduct their own round of **10 Minute Meets**.

Monthly

Calendar **Meets** monthly so that a) you can serve as a consistent reliable accountability and thinking partner, b) keep the momentum going, c) feel less overwhelmed with having to "dump" all the content into just one meeting. You can parse out the work and discussion over time.

Team

Use language to build community and contribution – consider **we** rather than **me**.

Possible Frameworks

Month	Focus
January	**Connection Over Perfection** • How are you…as a human, first and foremost? • Listen
February	**Goal Setting** • Clarity of personal, professional goal • Draft of a plan to keep the momentum going toward the goal
March	**Reflection** • Reflection of personal goal • Reimagine a new iteration of goal • Create a plan
April	**Contribution** • Setting up each member of the team to be a contribution to the community
May	**Vision** • Looking ahead to 2021-2022 • What's our role in achieving the mission of the team?
June	**Celebration** • Looking back to look forward • How can we leverage our wins to keep the momentum moving forward? • Where are our blind spots? • What do we envision for a smart start in August?

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Questions that invite discussion, thinking, collaboration, and contribution:

- What are the most important core values of your teaching story?
- Share your story...
- What brought you to teaching?
- What does success look like in your classroom?
- What does success look like in a school-wide community?
- What do you value in a school community?
- How would you describe a healthy school culture?
- What are the components of a thriving professional culture?
- What are the components of effective professional practice?
- What are our blinds spots as a school community?
- What are you choosing to prioritize this year in your professional growth and learning?
- What brings you joy?
- How can I support you as a thinking partner this month?
- Describe an ideal professional learning experience for you.
- What are the ways you are personalizing the professional study we've conducted so far this year?
- What can we do better as a school-wide community?

Navigational Moves to Support Conversations

Clarify
- So it sounds like you are saying...
- Can you say more about...

Diffuse
- You bring up a point of...how would you solve this issue?
- What do you think the real issue is?
- What's the actual roadblock?
- It sounds like there might be a surface-level roadblock and a deeper-rooted roadblock, what are your thoughts on why this issue exists?
- If you could wave a magic want and remedy the current issue, what would that look like and sound like?
- This is new learning for me, I'd like to think more about that...
- Thank you for bringing this up...I'd like to think more about this.
- How can we think through this together as a community?

Name
- It sounds like you are interested in thinking more about...
- When you mentioned...it sounds like the bigger idea there is...
- When you said...could it also be...

Goal & Plan
- For this week can you imagine trying...
- Let's look at the calendar and imagine a quick win for this week...
- What if tomorrow you tried...
- Let's imagine what this could like tomorrow...this week...this month...
- Let's imagine the possibilities...

Resources
- How can I support you as a thinking partner in this goal?
- Would you prefer an article, a podcast, or a video tool?
- Is there any other team member that you can think together about this?