

**Wyoming Department of Education
Instructional Facilitators (IF's)**

**Joint Education Interim Committee Report
November 25, 2013**

Presented by: Germaletta Brown, Instructional Facilitator Program Manager

Authority

House Bill 139, 2006

W.S. 21-13-335, Senate File 70, Reauthorized 2012

History

During the 2006 legislative session, the Wyoming Legislature established House Bill 139 to assist schools with providing ongoing instructional coaching and mentoring creating the Instructional Facilitators program. This bill was based off of extensive research that included a study from Picus and Odden (2005). The research team identified Instructional Facilitators as catalysts for the most effective professional development by providing a systematic, ongoing, and school-wide approach to improvement.

W. S. 21-13-335, Senate File 70 (2012) reauthorized financial assistance for Instructional Facilitators and instructional coaches as a supplemental resource for school district professional development programs which required districts to provide documentation of the following program components:

- Evidence of a research-based approach to instructional facilitator program implementation.
- A plan for evaluation of the instructional facilitator program over time.
- Since the inception of the Instructional Facilitator program, much has been learned about the roles and responsibilities of Instructional Facilitators. Of note, Instructional Facilitators:
 - Can have profound impacts on the professional practice of teachers and overall improvement of instruction.
 - Have evolved into the role of data analyst.
 - Have a different role in elementary schools versus secondary schools.

Early on in the program, the Instructional Facilitator Task Force, composed of administrators from Wyoming school districts and WDE staff members, provides direction, leadership, and information to support the implementation of the Instructional Facilitator program. Activities of the task force include coordinating professional development for Instructional Facilitators and sharing evidence-based practices throughout the state.

Actions

- In spring 2013, all 48 school districts completed an online survey regarding the district IF (Instructional Facilitator) program. The person completing the survey was selected in-district based on their “knowledge and oversight of the district IF program.” Additional input from principals, IF’s, and other stakeholders was encouraged.
- The 68-question survey was divided into three grade-level configurations: elementary, middle school/junior high, and high school. At all three configurations, districts described the work of IF’s as mostly “teacher-oriented” where the IF is identified as being the primary provider of professional development for teachers. Under this description, most of the IF’s time and tasks of the IF involve directly with teachers in small groups or individually.
- School districts reported on who their IF’s primarily worked with (Figure 1a, 1b, 1c), whether there was a defined protocol, or procedure, in place for several effective coaching practices (Figure 2a, 2b, 2c) as well as what types of data collected by IF’s (see Figure 3a, 3b,3c)

With whom do the elementary IF's primarily work? (choose up to 3- note: 3 secondary roles may be chosen in question #9)

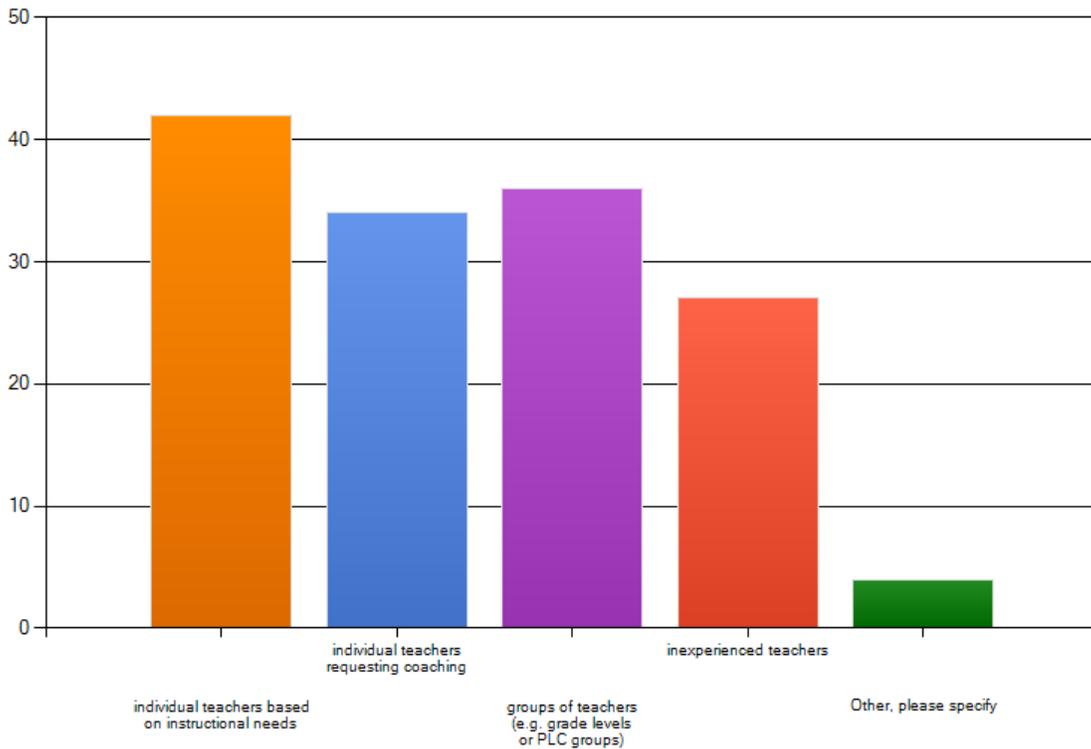


Figure 1a

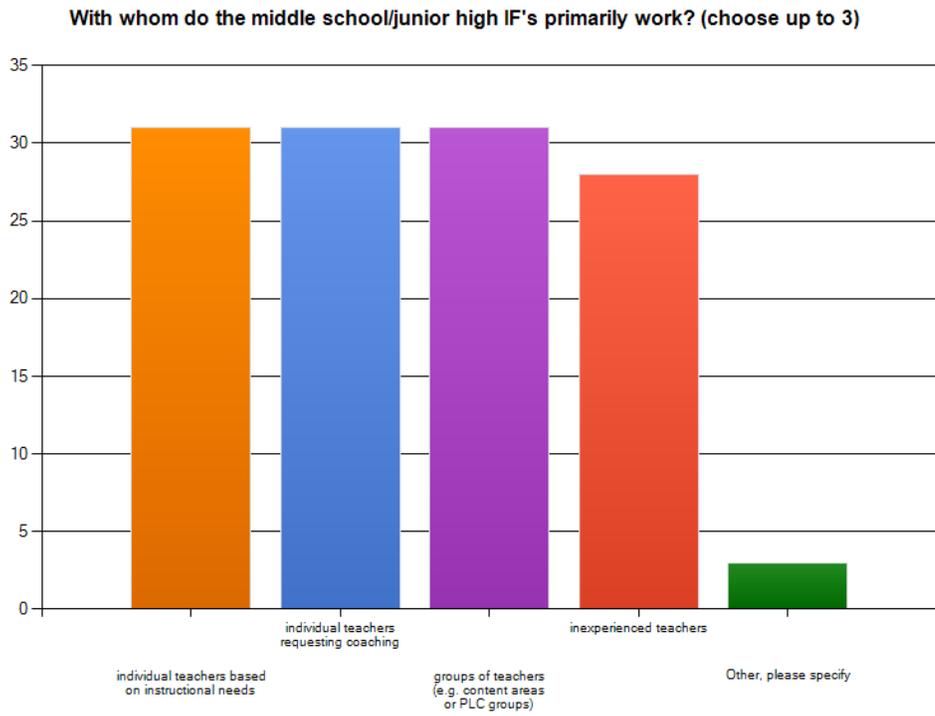


Figure 1b

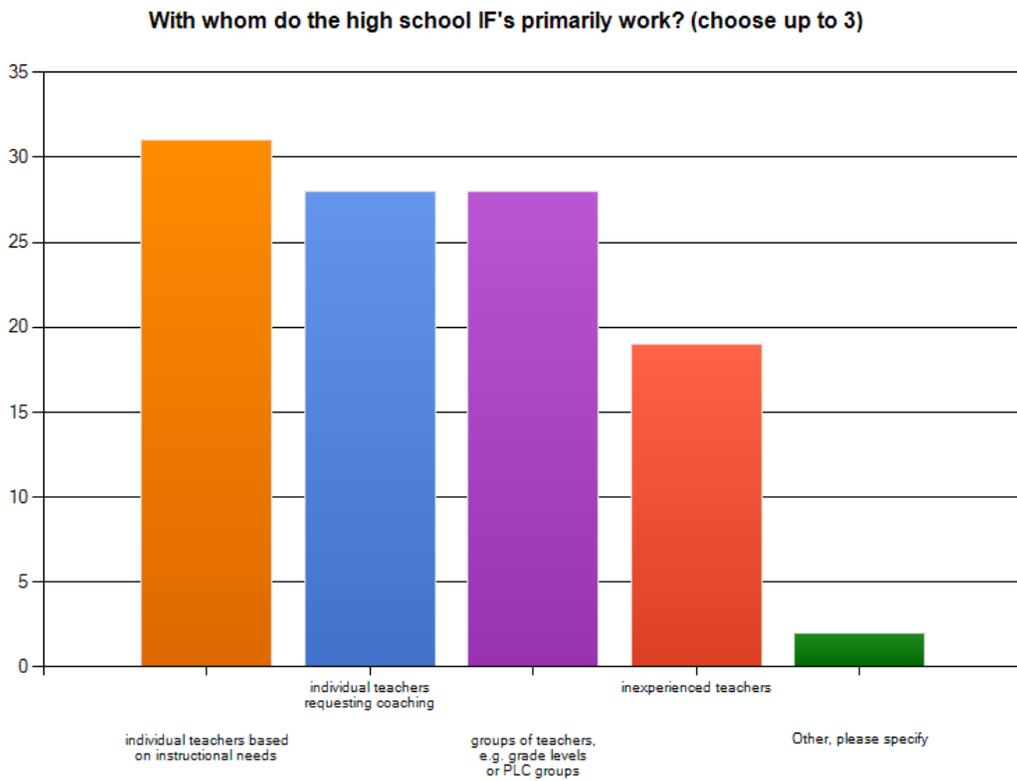


Figure 1c

The district protocol for how elementary IF's achieve the following?(choose all that apply)

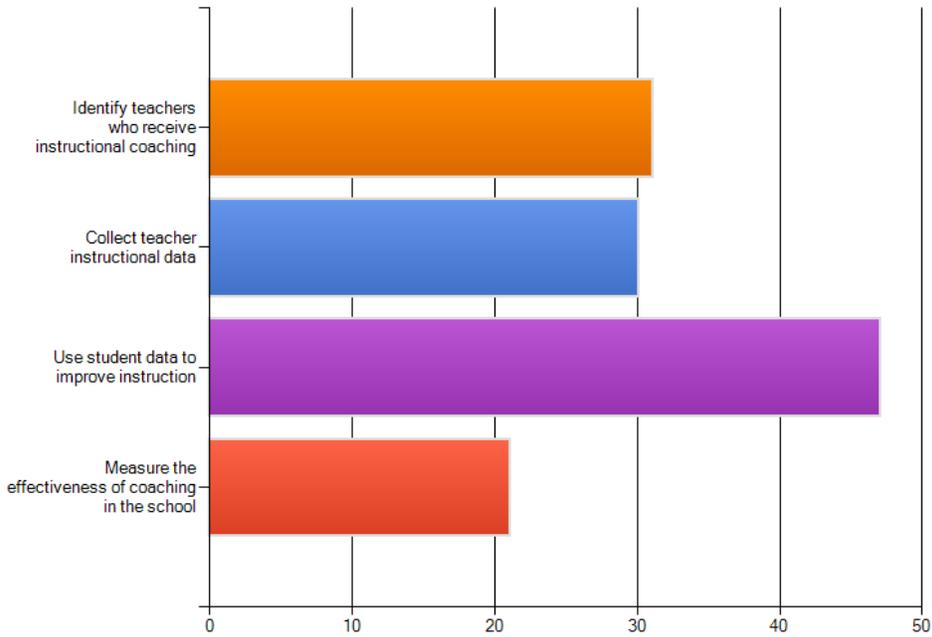


Figure 2a

The district has a protocol for how middle school/junior high IF's achieve the following? (choose all that apply)

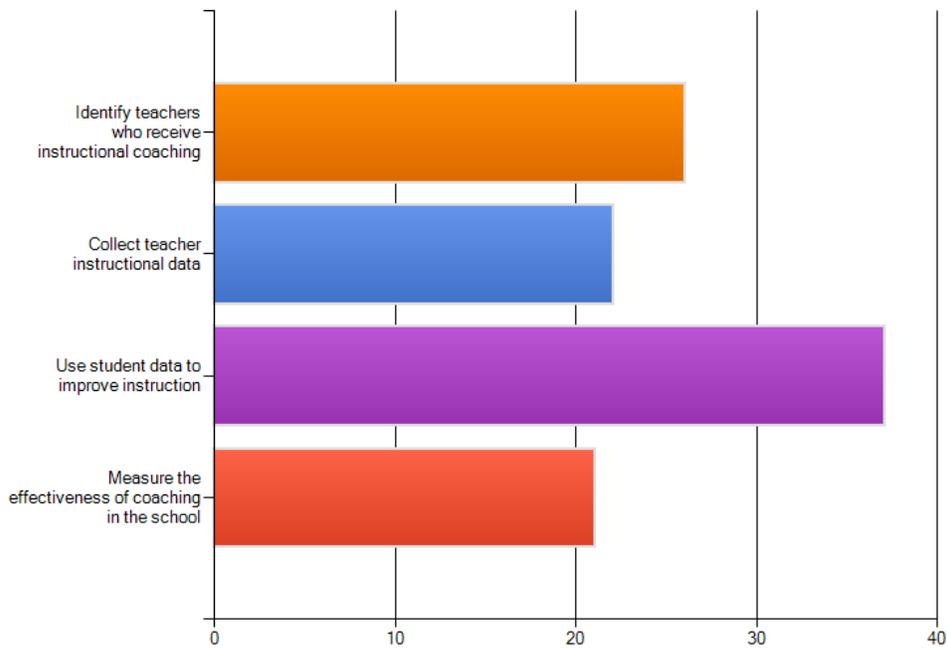


Figure 2b

The district has protocol for how high school IF's achieve the following?(choose all that apply)

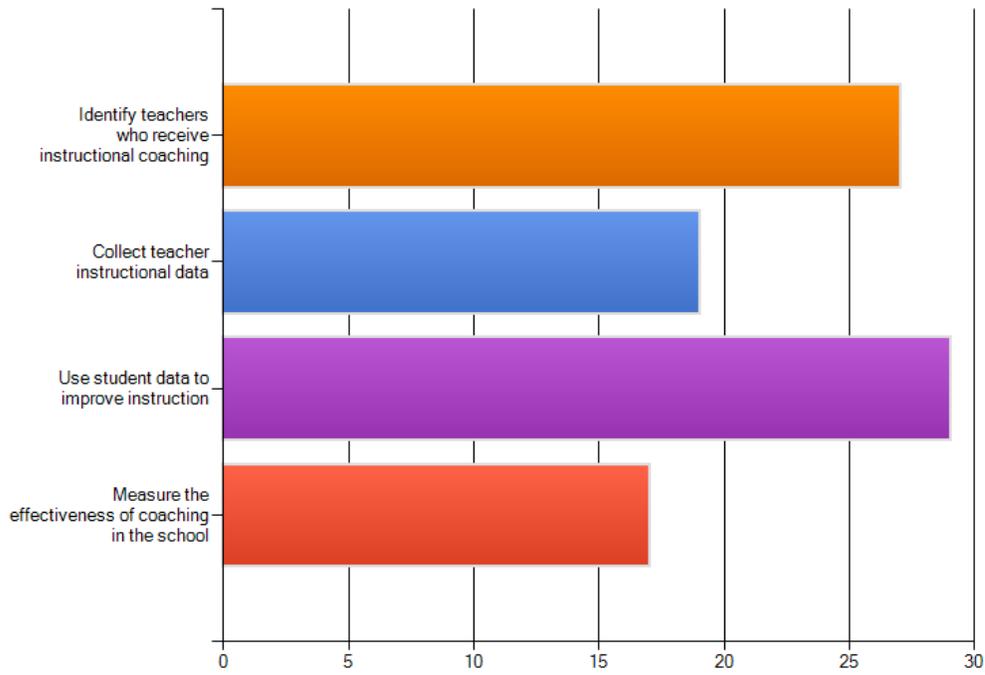


Figure 2c

What type of teacher data is being collected by elementary IF's?

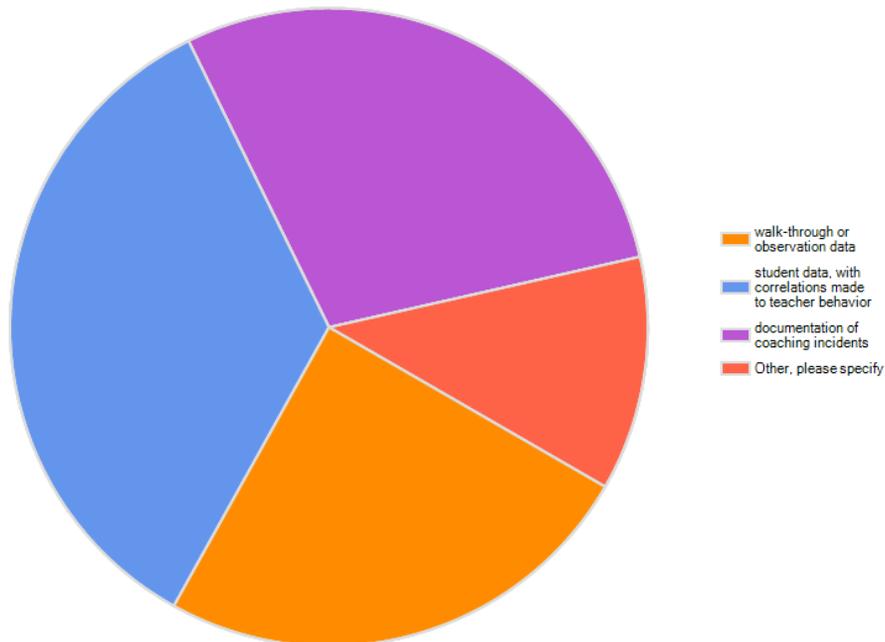


Figure 3a

What type of teacher data is being collected by middle school/junior high IF's?

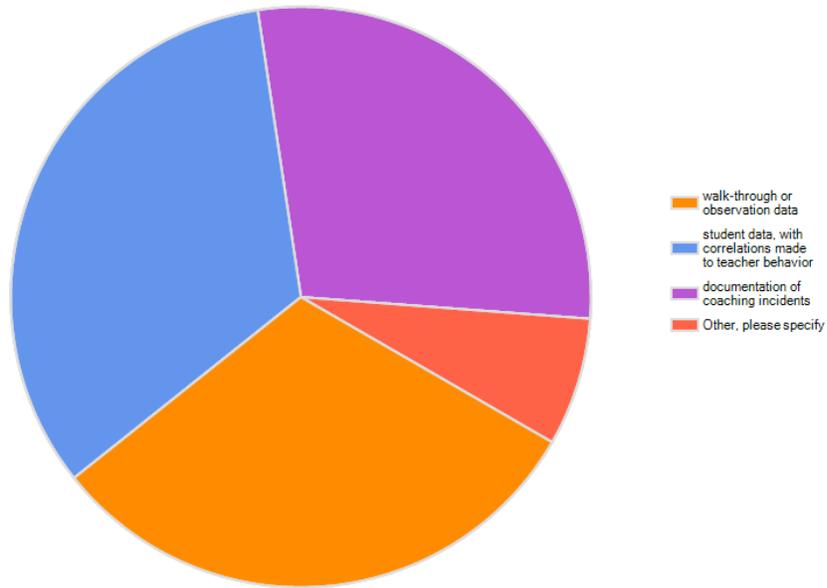


Figure 3b

What type of teacher data is being collected by high school IF's?

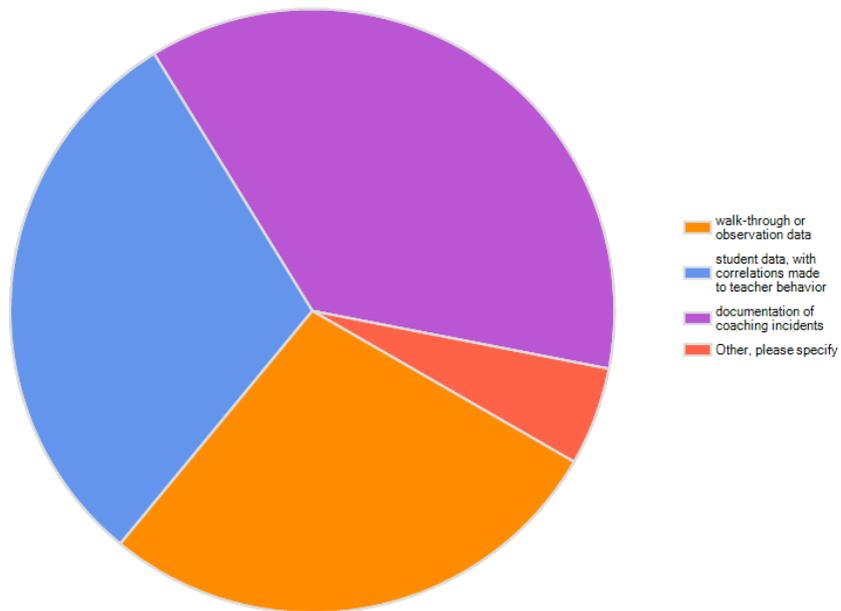


Figure 3c

- Elementary School districts reported that majority of their IF's worked primarily with individual teachers based on instructional needs, while middle and high schools reported their IF's had a balance of working with teachers based on instructional needs, coaching request or content area/PLC groups.
- Professional development, led by IF's, took place mostly at data meetings, on professional development days, during staff meetings, and in the classroom (embedded).
- The majority of the districts reported that there was consistent implementation of the following IF program components:
 - a. the use of the coaching cycle (pre-conference, coach, debrief, support implementation of coaching)
 - b. systematic and defined work for the IF's
 - c. the use of effective coaching strategies and techniques
 - d. the collection and analysis of data.
- Districts reported the work of IF's was best described as "content-area based" (such as reading, math, etc.), as opposed to "grade-level based".
- Additional challenges indicated by districts are stiff educational requirements and finding quality teachers with the knowledge, skills and abilities, combined with the leadership skills needed to understand and facilitate data workshops and demonstrate instructional best practices.

Financial

- Grant awards are distributed to districts for salaries and benefits costs only. Resources for supplies, materials, professional development, assessment, and training are resourced through the Wyoming funding model (see attachment).
- An additional \$3.8 million was included in the funding as a "footnote" in 2009-2010.
- Amount awarded to school districts in 2010-2011: \$16,000,000
- Amount awarded to school districts in 2011-2012: \$20,236,252
- Amount awarded to school districts in 2012-2013: \$20,568,060
- Amount awarded to school districts in 2013-2014: \$20,565,525
- Since the funding model for school-based Instructional Facilitators is capped at 60% for each FTE position, some districts reported the use of general funds to augment IF's salaries.
- The attached chart summarizes, by district the financial history of the IF grant program.

Results

In the spring 2013 IF online survey, districts were asked, in a narrative question, to identify how WDE could assist them in implementing the IF program. Anecdotally, almost all districts, at all grade configurations, requested the WDE coordination of on-going professional development for IF's and stability in IF funding.

- University of Wyoming GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) and the Wyoming Department of Education, partnered to sponsor two IF Summit for Instructional Facilitators. The Spring IF Summit was held in February 2013 and the Fall IF Summit was held in September. The Summits concentrated on Ruby Payne Teaching Students in Poverty, Reading Success, and Networking for Instructional Facilitators.

Elementary

- Elementary IF's worked primarily with:
 - individual teachers based on instructional needs
 - individual teachers who requested coaching
 - groups of teachers
- Reading was identified as the content area where the majority of elementary IF's supported teachers with the implementation of instruction.

Middle School/Junior High

- Middle school/junior high IF's worked primarily with:
 - individual teachers based on instructional needs
 - individual teachers who requested coaching
 - groups of teachers
 - inexperienced teachers
- "Reading in Content Area" was identified as the content area where the majority of middle school/junior high IF's supported teachers with the implementation of instruction

High School

- High School IF's worked primarily with:
 - individual teachers based on instructional needs
 - individual teachers who requested coaching
 - groups of teachers
 - inexperienced teachers
- Language Arts and Technology were identified as the content areas where the majority of high school IF's supported teachers with the implementation of instruction

Recommendations

As part of the continued commitment to fulfill statutory requirements and improve the Instructional Facilitator program in Wyoming, the WDE will consult districts on specific aspects of instructional coaching and provide a forum to collaborate and post best practices. The WDE will continue to work and assist Instructional Facilitators and provide quality professional development around the Wyoming Content and Performance Standards and assessment literacy in an effort to work toward overall program improvement. It is WDE's recommendation that the Wyoming Legislature:

- Continue to fund the IF Program using the formula outlined in W.S. 21-13-335.
- Continue to implement IF Program requirements as outlined in W.S. 21-13-335.

Instructional Facilitator Grant Awards, 2006-07 through 2013-14

District Name	2006-07			2007-08			2008-09			2009-10			2010-11			2011-12			2012-13 <i>Preliminary</i>			2013-14
	Grant Award	Expenditures	Difference	Grant Award	Expenditures	Difference	Grant Award															
Albany #1	622,402	534,873	(87,529)	636,523	634,003	(2,520)	830,548	836,672	6,124	743,944	743,944	-	599,643	598,247	(1,396)	760,439	760,439	-	760,063	760,063	-	750,962
Big Horn #1	121,721	121,721	-	112,293	112,293	-	148,910	148,911	1	131,978	131,978	-	107,790	107,790	-	136,649	136,322	(327)	185,822	185,822	-	198,462
Big Horn #2	120,120	117,708	(2,412)	123,393	122,315	(1,078)	162,756	171,563	8,807	142,767	107,654	(35,113)	117,886	114,186	(3,700)	154,035	158,451	4,416	153,843	125,444	(28,399)	153,393
Big Horn #3	97,770	97,770	-	97,833	97,833	-	128,167	128,167	-	113,925	113,925	-	92,004	90,220	(1,784)	113,573	113,573	-	112,229	112,229	-	110,232
Big Horn #4	59,797	60,061	264	62,665	68,619	5,954	81,870	80,176	(1,694)	68,766	68,794	28	52,448	52,242	(206)	62,713	63,151	438	65,588	65,607	19	61,228
Campbell #1	1,420,159	1,371,174	(48,985)	1,477,357	1,445,159	(32,198)	1,973,427	1,952,595	(20,832)	1,859,466	1,859,753	287	1,521,991	1,522,272	281	1,965,248	1,965,248	-	1,995,040	1,995,040	-	1,994,585
Carbon #1	297,794	199,478	(98,316)	304,023	287,429	(16,594)	416,901	423,518	6,617	381,021	392,381	11,360	306,818	317,021	10,203	392,026	392,007	(19)	384,276	375,383	(8,893)	386,535
Carbon #2	111,349	74,174	(37,175)	114,499	127,221	12,722	156,336	141,317	(15,019)	139,013	178,485	39,472	111,670	111,670	-	135,239	135,239	-	134,796	134,796	-	131,642
Converse #1	298,521	298,521	-	308,901	308,130	(771)	429,882	410,683	(19,199)	373,168	371,673	(1,495)	296,733	294,936	(1,797)	366,715	369,381	2,666	375,858	365,242	(10,616)	374,926
Converse #2	70,103	70,103	-	132,226	81,820	(50,406)	170,259	-	(170,259)	156,770	88,202	(68,568)	125,130	91,052	(34,078)	155,159	94,084	(61,075)	154,449	93,964	(60,485)	151,840
Crook #1	190,996	190,996	-	201,130	210,955	9,825	273,298	154,047	(119,251)	244,528	174,237	(70,291)	196,152	187,718	(8,434)	246,124	193,200	(52,924)	248,618	137,048	(111,570)	238,689
Fremont #1	330,760	330,760	-	330,581	448,204	117,623	440,334	570,940	130,606	380,673	484,509	103,836	302,820	430,668	127,848	379,024	350,118	(28,906)	382,213	382,213	-	376,858
Fremont #2	51,537	51,537	-	49,328	49,969	641	61,495	61,812	317	49,814	49,814	-	28,039	28,046	7	34,169	34,369	200	30,947	30,947	-	28,870
Fremont #6	64,546	64,546	-	67,008	67,008	-	90,853	90,853	-	84,168	84,186	18	66,992	66,992	-	86,541	37,451	(49,090)	85,231	83,954	(1,277)	83,434
Fremont #14	109,532	109,532	-	107,482	107,482	-	144,428	144,428	-	132,579	132,579	-	103,208	-	(103,208)	132,378	132,553	175	131,169	9,757	(121,412)	141,173
Fremont #21	60,895	60,895	-	63,653	61,044	(2,609)	97,931	87,680	(10,251)	95,745	83,559	(12,186)	82,975	74,206	(8,769)	109,794	107,042	(2,752)	114,242	114,242	-	110,578
Fremont #24	47,442	46,858	(584)	58,772	55,687	(3,085)	85,203	72,947	(12,256)	69,298	-	(69,298)	54,779	57,780	3,001	66,485	74,853	8,368	71,444	77,142	5,698	73,180
Fremont #25	462,264	462,264	-	474,932	474,932	-	614,120	614,120	-	556,603	556,603	-	444,166	444,166	-	561,591	561,591	-	573,702	573,702	-	566,696
Fremont #38	52,031	-	(52,031)	64,083	12,835	(51,248)	-	-	-	69,093	-	(69,093)	55,598	54,884	(714)	68,697	66,395	(2,302)	75,870	75,870	-	77,511
Goshen #1	351,896	351,893	(3)	350,790	350,265	(525)	458,207	480,132	21,925	403,439	493,342	89,903	322,963	518,255	195,292	395,072	435,267	40,195	392,597	435,759	43,162	383,306
Hot Springs #1	131,494	119,441	(12,053)	131,854	148,775	16,921	167,520	161,351	(6,169)	150,612	152,636	2,024	118,119	148,401	30,282	146,827	116,400	(30,427)	144,827	139,046	(5,781)	142,086
Johnson #1	232,474	232,474	-	240,428	-	(240,428)	317,816	317,816	-	275,987	276,415	428	222,042	222,042	-	287,697	287,697	-	290,300	290,300	-	292,689
Laramie #1	2,561,087	2,544,786	(16,301)	2,547,426	3,594,351	1,046,925	3,390,867	4,383,003	992,136	3,035,835	3,999,530	963,695	2,455,928	3,151,326	695,398	3,084,780	3,128,640	43,860	3,188,227	3,122,451	(65,776)	3,181,984
Laramie #2	167,376	147,375	(20,001)	166,441	186,443	20,002	220,340	220,340	-	182,494	208,337	25,843	157,313	157,791	478	203,953	210,841	6,888	210,184	216,000	5,816	210,240
Lincoln #1	117,552	-	(117,552)	119,158	366,538	247,380	156,817	137,074	(19,743)	130,754	144,317	13,563	102,178	106,620	4,442	128,250	133,797	5,547	130,001	120,105	(9,896)	128,433
Lincoln #2	473,958	473,680	(278)	473,129	483,926	10,797	642,965	483,705	(159,260)	592,369	529,840	(62,529)	468,209	468,947	738	592,464	592,467	3	582,201	576,768	(5,433)	570,949
Natrona #1	2,289,908	2,289,908	-	2,326,367	2,742,226	415,859	3,041,766	3,430,706	388,940	2,715,422	3,206,736	491,314	2,170,136	3,109,342	939,206	2,781,484	3,414,043	632,559	2,835,651	2,555,639	(280,012)	2,877,801
Niobrara #1	45,526	39,896	(5,630)	68,465	14,804	(53,661)	92,405	55,573	(36,832)	83,341	51,034	(32,307)	96,647	52,945	(43,702)	117,028	38,758	(78,270)	156,047	156,791	744	198,666
Park #1	317,987	317,987	-	321,024	451,414	130,390	437,978	483,809	45,831	393,695	526,866	133,171	313,516	544,881	231,365	392,677	570,521	177,844	391,872	557,370	165,498	399,001
Park #6	434,759	374,608	(60,151)	432,585	550,101	117,516	558,194	719,760	161,566	506,007	699,220	193,213	402,006	661,973	259,967	513,602	513,602	-	517,408	482,797	(34,611)	513,446
Park #16	22,294	22,294	-	21,895	21,895	-	28,115	24,171	(3,944)	25,613	24,304	(1,309)	19,017	24,271	5,254	23,254	22,332	(922)	24,894	21,269	(3,625)	24,684
Platte #1	194,727	194,601	(126)	201,184	201,212	28	263,703	263,793	90	226,910	226,827	(83)	177,502	177,502	-	220,295	219,950	(345)	218,557	218,557	-	209,861
Platte #2	47,606	47,606	-	39,667	39,667	-	49,984	49,984	-	43,919	43,919	-	35,557	35,558	1	43,731	43,731	-	40,568	40,568	-	40,533
Sheridan #1	180,546	178,056	(2,490)	184,870	188,490	3,620	247,665	262,705	15,040	218,546	218,546	-	177,638	173,991	(3,647)	221,337	242,998	21,661	218,332	254,074	35,742	212,501
Sheridan #2	580,803	580,803	-	603,282	612,746	9,464	809,543	809,543	-	720,294	720,294	-	589,562	596,106	6,544	742,869	742,869	-	752,949	752,949	-	766,138
Sheridan #3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sublette #1	149,791	211,070	61,279	179,136	369,477	190,341	254,605	371,026	116,421	245,963	360,022	114,059	195,557	346,573	151,016	248,233	347,025	98,792	246,199	332,407	86,208	241,804
Sublette #9	-	-	-	-	-	-	192,711	-	(192,711)	173,772	135,666	(38,106)	135,488	98,898	(36,590)	166,319	-	(166,319)	161,454	327,773	166,319	156,994
Sweetwater #1	812,893	760,423	(52,470)	859,332	866,724	7,392	1,190,993	1,024,488	(166,505)	1,140,540	1,119,875	(20,665)	942,998	1,033,136	90,138	1,176,578	1,109,640	(66,938)	1,195,547	1,132,380	(63,167)	1,208,118
Sweetwater #2	513,227	513,227	-	502,880	550,512	47,632	665,999	738,396	72,397	621,209	658,199	36,990	495,466	527,211	31,745	609,852	661,077	51,225	605,782	572,407	(33,375)	593,276
Teton #1	525,216	525,216	-	525,950	467,058	(58,892)	691,719	711,715	19,996	610,122	579,004	(31,118)	502,317	438,216	(64,101)	650,844	553,028	(97,816)	665,610	550,800	(114,810)	663,364
Uinta #1	546,562	516,658	(29,904)	557,454	587,358	29,904	725,669	713,563	(12,106)	648,304	635,301	(13,003)	518,258	543,368	25,110	643,631	643,631	-	638,182	638,182	-	621,428
Uinta #4	130,876	80,323	(50,553)	131,812	131,812	-	181,009	181,009	-	157,036	158,110	1,074	125,381	127,338	1,957	166,974	166,974	-	175,071	175,071	-	174,982
Uinta #6	130,646	131,725	1,079	128,395	128,395	-	163,563	166,824	3,261	152,834	153,256	422	125,127	125,498	371	166,660	162,267	(4,393)	167,265	170,259	2,994	162,570
Washakie #1	256,756	254,558	(2,198)	257,780	259,977	2,197	342,768	342,768	-	309,257	300,339	(8,918)	249,314	230,443	(18,871)	317,428	307,521	(9,907)	324,567	320,260	(4,307)	324,064
Washakie #2	-	-	-	-	-	-	21,389	-	(21,389)	19,693	24,352	4,659	17,224	-	(17,224)	20,671	22,399	1,728	20,867	20,878	11	21,939
Weston #1	145,934	131,909	(14,025)	155,830	148,519	(7,311)	202,116	202,116	-	181,251	182,289	1,038	145,847	145,847	-	182,928	182,927	(1)	178,164	178,164	-	174,989
Weston #7	48,369	48,369	-	36,425	36,425	-	71,164	71,164	-	66,947	66,947	-	51,848	51,848	-	64,219	64,219	-	59,342	60,342	1,000	