

Using Professional Learning Standards to Build Capacity and Increase Intentionality for Effective Professional Development:

A Toolkit for Leaders

Adapted from the West Virginia County Chief Instructional Leaders

From Aspiration to Implementation: Continuing the Journey Workbook

June 2016

The following exercises are designed to raise awareness regarding the purpose, selection, design, and implementation of professional learning efforts at the local level.



How do we know what educators need to gain from professional learning experiences?

Categorize what you think educators need to know.
Explain how you KNOW what educators need.

Compliance	Standards Based Curriculum
Instructional Materials	Professional Growth

Quality professional development and learning insures consistency throughout districts and across county lines. Professional development can be needed for many reasons.

Compliance: This type of professional development is one that is mandatory and must be provided to comply with county, state, and federal regulations, for example; Acceptable Use Training for computer use among teachers and administrative personnel, sexual harassment and bullying awareness, Title XI. This type of training can be administered online or by video.

Technical Assistance: This type of assistance provides educators the technical aspects and nature of a procedural requirement, for example; Early Learning Reporting System assistance.

Training: This type of professional development is for awareness. For example; instructional materials introduction, health care procedural training, school bus safety.

Sustained professional learning experiences: This type of professional development affects many teachers as opposed to some, and many students as opposed to a few.

Of the professional learning opportunities you have identified, in what categories do they fit? (Please list titles of opportunities, and record on chart paper, the following table can be used to collect your thoughts.)

Professional Learning Opportunities Available for Educators in _____t:

List all the professional learning opportunities for educators in your _____:

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Standards for Professional Learning

Professional learning that increases educator effectiveness and results for all students—

- Occurs within **learning communities** committed to continuous improvement, collective responsibility and goal alignment.
- Requires skillful **leadership** to develop capacity, advocate and create support systems for professional learning.
- Requires prioritizing, monitoring and coordinating **resources** for educator learning.
- Uses a variety of sources and types of student, educator and system **data** to plan, assess and evaluate professional learning.
- Integrates theories, research and models of human learning into **learning designs** to achieve its intended outcomes.
- Applies research on change and sustains support for **implementation** of professional learning for long-term change.
- Aligns its **outcomes** with educator performance and student curriculum standards.

¹ For more about the Learning Forward Standards, including publications and other resources, visit <http://learningforward.org/standards>

Implications of the professional learning standards:

What does this long-term shift mean for principals in your district?	What does the shift in professional learning practices mean for teachers in your district?
What does the shift mean to schedules and calendar choices within your district?	What skills will district leaders, principals, and teachers need to have in order for the shift to be successful?

Classify Your _____'s Professional Learning Offerings

Informational	Training

Technical Assistance	Sustained Professional Learning Experiences

Who is Responsible for Making Decisions Regarding Professional Learning?

In your _____, who is making the most decisions regarding professional learning? (*circle one*)

County Office

Building Level Administrators

Educators

Example of State Goals for Professional Learning: West Virginia Board of Education

The State Board challenges all providers of professional learning to design, coordinate and deliver high quality professional learning experiences to all West Virginia educators which subsequently result in improved student achievement. To this end, the goals of professional learning will be the following:

1. Increase deep content knowledge and proficiency in designing and delivering standards-driven instruction and assessments for all Pre-K through 12th grade West Virginia educators.
2. Increase the knowledge and skills of all Pre-K through third grade educators to deliver a comprehensive Pre-K through third grade approach to early childhood education that includes a balanced approach to early literacy.
3. Establish and sustain effective collaborative learning teams in schools and districts in alignment with the board standards for professional learning and a cycle of continuous improvement.
4. Improve leadership competencies for principals and assistant principals to support high quality teaching and learning.
5. Utilize the educators' evaluation system as an important component of continuous educator development.

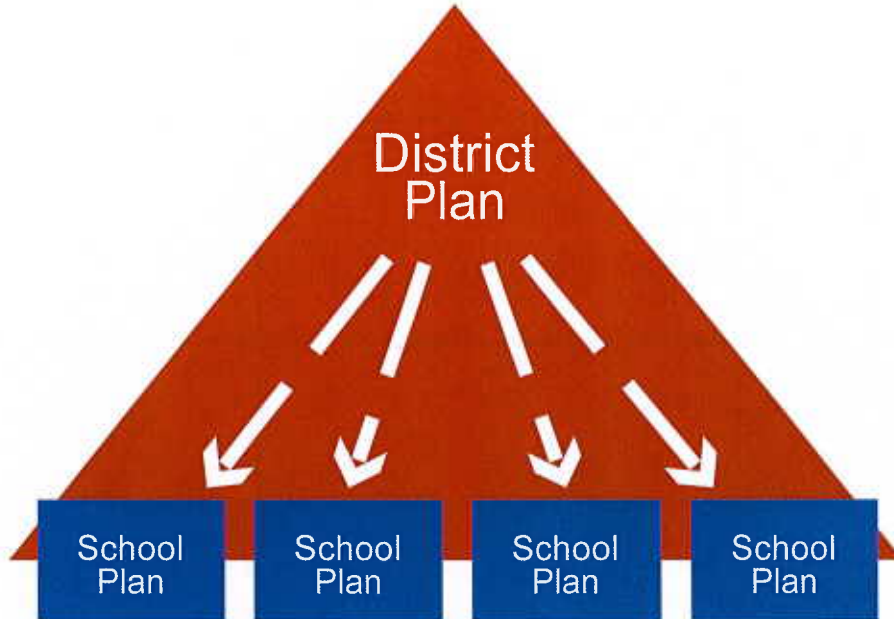
What are your _____'s Professional Learning Goals?

Of the Sustained Professional Learning Experiences you identified, please circle or put a check mark next to the offerings that align to your professional learning goal

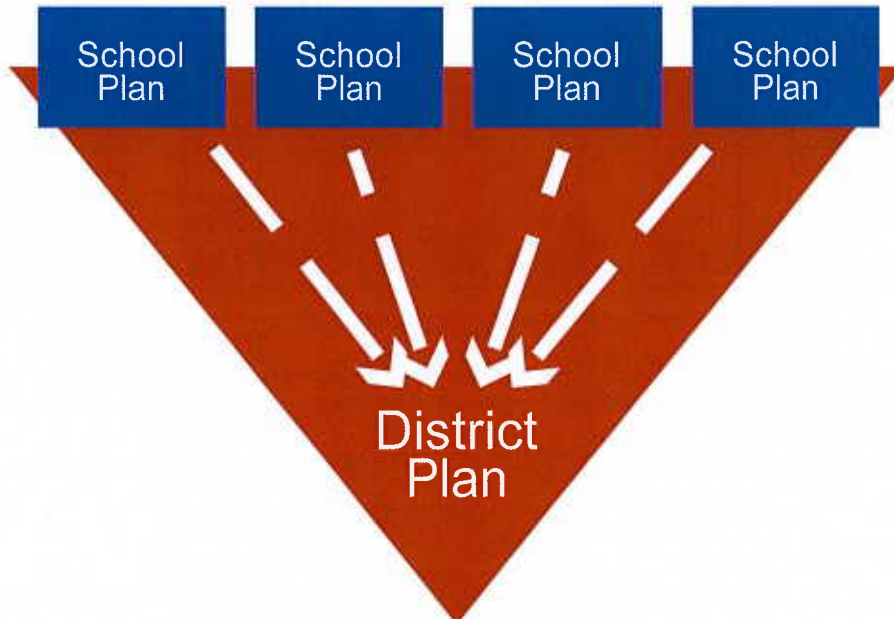
The Art of Collaboration

How Does Collaborative Planning Change the Culture of Learning System?

From This



To This



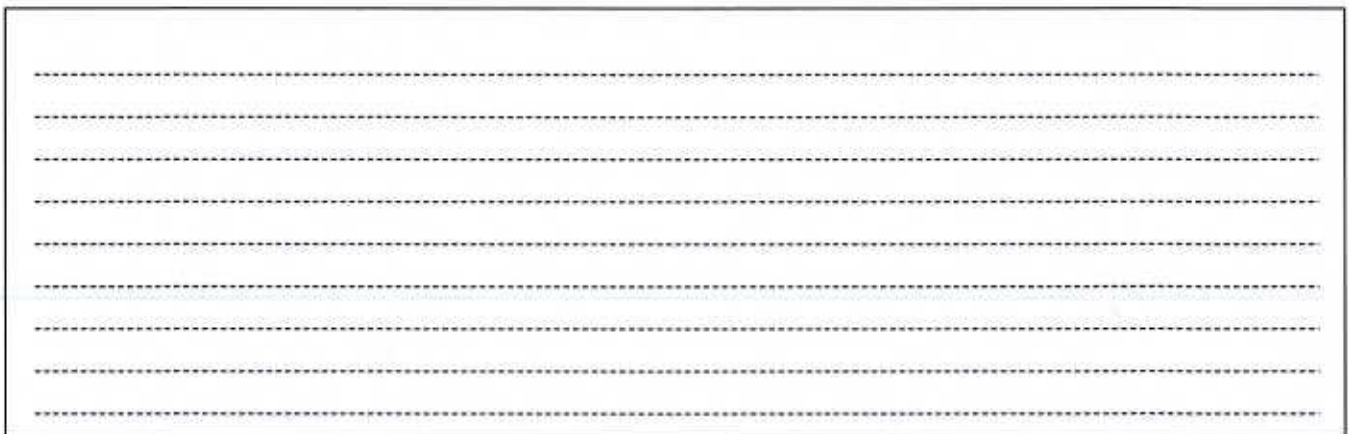
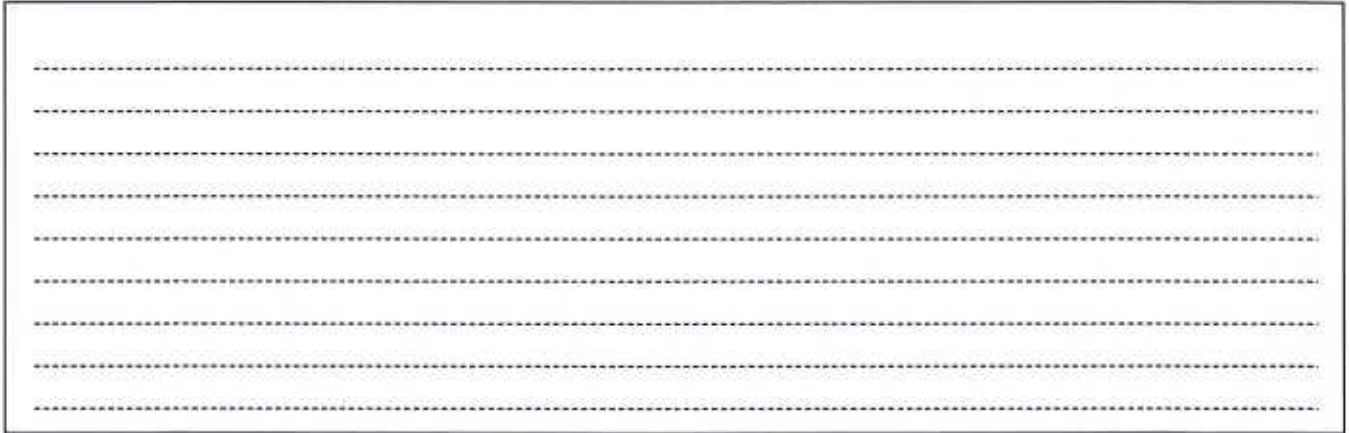
Turning What We Know Upside Down and Setting the Stage for Collaborative Learning

The Guide to Student Learning and Achievement	Who is doing this now?	Who should be doing this?
Analyze student learning needs		
Identify characteristics of county, community, central office, school, staff		
Develop improvement goals and specific student outcomes		
Identify educator learning needs		
Study the research for specific professional learning programs, strategies, or interventions		
Plan intervention, implementation, and evaluation		
Implement, sustain, and evaluate the professional development intervention		

What do we already have in place?	What tools are available to assist?	What needs to change in order for this to happen?

Action Steps

What are the next steps you and your team can do to emphasize the use of professional learning standards?



Works Cited

Little, J. W. (2005). *On Common Ground: The Power of Professional Learning Communities*. Berkeley: Solution Tree.

Roy, J. K. (2009). *Becoming a Learning School*. National Staff Development Council.

Professional Learning Communities: Professional Development Strategies that Improve Instruction