



# Concurrent Session 2: “Leadership and Evaluation for Teacher Learning and Development”

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The quality of our nation's teacher corps will largely determine the success or failure of our public education system and affect the future of our democracy for years to come. **If we really want to continue to improve student achievement we have no choice but to improve teaching.**

Vartan Gregorian  
President

Carnegie Corporation of New York

*The Elusive Talent Strategy: An Excellent Teacher for Every Student in Every School,*  
Winter 2011

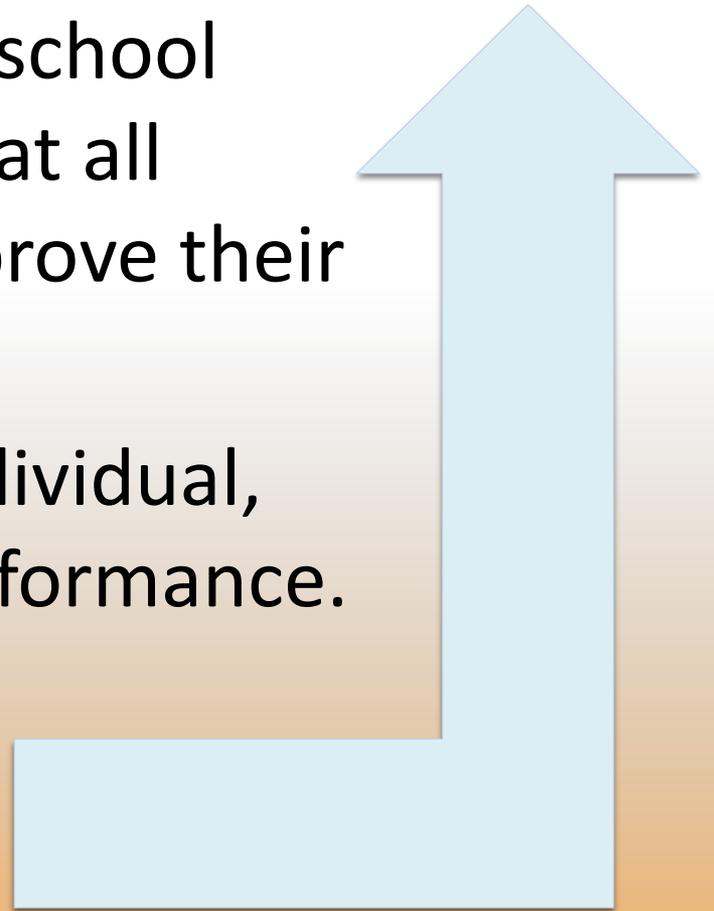
# More than a word

Professional **Development**

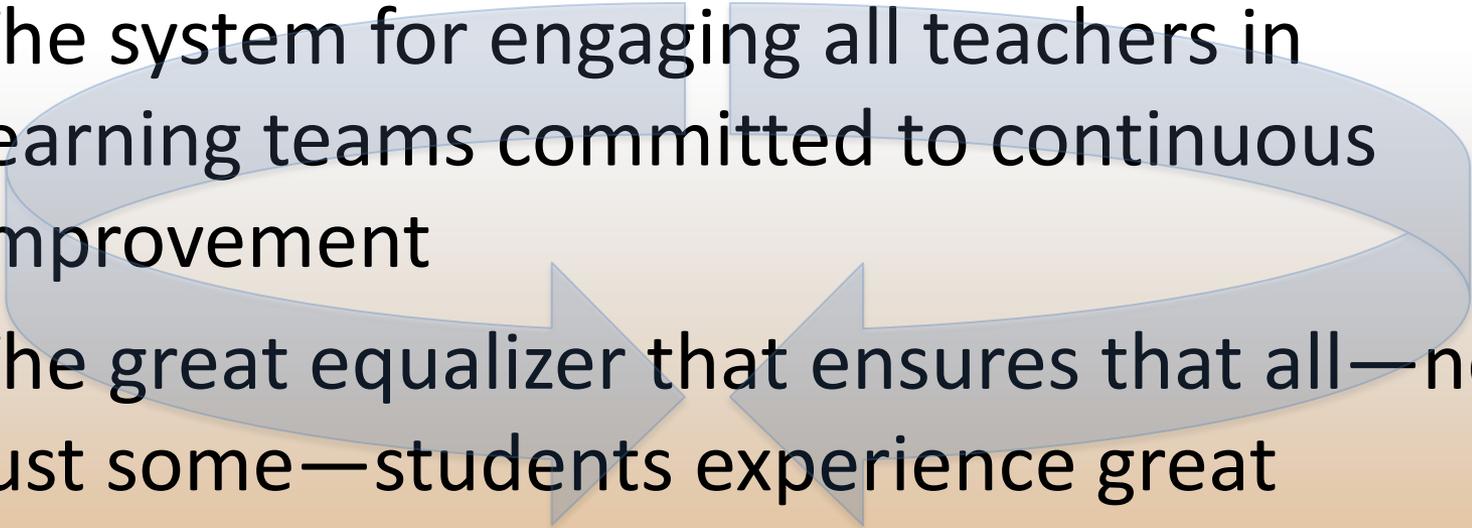
Professional **Learning**

# Professional learning is...

1. The primary strategy that school systems have to ensure that all educators continue to improve their effectiveness.
2. The vehicle to improve individual, team, and schoolwide performance.



# Professional learning is...

4. The glue that fosters collective responsibility for the success of all students
  5. The system for engaging all teachers in learning teams committed to continuous improvement
  6. The great equalizer that ensures that all—not just some—students experience great teaching
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# ***Standards for Professional Learning (2011)***

- Learning Communities
- Leadership
- Resources
- Data
- Learning Designs
- Implementation
- Outcomes

*Not all  
professional  
learning  
produces the  
same results.*

# In higher performing countries

- Ample time for professional learning is structured into teachers' work lives.
- Beginning teachers receive extensive mentoring and induction supports.
- Teachers are widely encouraged to participate in school decision making.
- Governments provide significant levels of support for additional professional learning.



# Three Types of Professional Learning



Individual

Garet, Ludwig, Yoon,  
Wayne, Birman, &  
Milanowski, 2011.

***Making Professional  
Development More  
Strategic: A Conceptual  
Model for District  
Decisionmakers***



School/Team Capacity



Program Implementation

# Individual



- Data driven
- Aligned with teaching standards, student learning standards, career paths, individual needs, student learning needs
- Evaluation cycle
- Impact at classroom and student level

# Team/School

- Data-driven
- Shared goals for student achievement
- Collective responsibility
- Cycle of continuous improvement
- With or without external assistance
- Impact at team and school levels



# Program Implementation



- Data-driven
- District/state priority alignment
- Districtwide curricula implementation
- With or without external assistance
- Impact at subject, grade, or district levels

# What are the challenges?

- Limited resources, including time
- Variations in quality of professional learning for educators
- Balancing districtwide and schoolwide priorities with individual needs
- Increasing the effects of investments in professional learning

## Your Thoughts . . .

- What is the role of professional learning in increasing the effectiveness of teaching?
- What is the role of school and school system leaders in ensuring effective professional learning to advance individual, school, and school system goals for student achievement?
- What recommendations will you make?

# Learning Forward

*Every educator engages in effective professional learning every day so every student achieves.*



# Resources

Definition of Professional Development with video examples

<http://www.learningforward.org/standfor/definition.cfm>

Policy Points

<http://www.learningforward.org/news/policypoints/policypoints4-09.pdf>

*Professional Learning in the Learning Profession: A Status Report on Teacher Development in the United States and Abroad (Phase 1)*

<http://www.learningforward.org/news/NSDCstudy2009.pdf>

*Professional Development in the United States: Trends and Challenges (Phase 2)*

<http://www.learningforward.org/news/NSDCstudy2010.pdf>

*Teacher Professional Learning in the United States: Case Studies of State Policies and Strategies, Summary Report (Phase 3)*

<http://www.learningforward.org/news/2010Phase3Report.pdf>

Building Professional Development to Support New Student Assessment Systems

[http://www.acarseries.org/papers/Stephanie\\_Hirsh-](http://www.acarseries.org/papers/Stephanie_Hirsh-)

[Building\\_Professional\\_Development.pdf](http://www.acarseries.org/papers/Stephanie_Hirsh-Building_Professional_Development.pdf)

*Standards for Professional Learning* (published in July 2011)

JSD – Examining Evidence

<http://www.learningforward.org/news/issueDetails.cfm?issueID=245>

JSD – Leadership

<http://www.learningforward.org/news/issueDetails.cfm?issueID=302>

JSD – Working with External Partners

<http://www.learningforward.org/news/issueDetails.cfm?issueID=319>

*Becoming a Learning School*

[https://www.learningforwardstore.org/mm5/merchant.mvc?SessionID=27732f5c7928f0c5a9e00d18d4b420d8&Store\\_Code=The\\_Learning\\_Forward\\_Store&Screen=PROD&Product\\_Code=B423](https://www.learningforwardstore.org/mm5/merchant.mvc?SessionID=27732f5c7928f0c5a9e00d18d4b420d8&Store_Code=The_Learning_Forward_Store&Screen=PROD&Product_Code=B423)

*Why Professional Development Matters*

[http://www.learningforward.org/advancing/Why\\_PD\\_Matters\\_Web.pdf](http://www.learningforward.org/advancing/Why_PD_Matters_Web.pdf)

Examining the Evidence: A Database of Research and Reports on the Links Between Professional Learning and Student Access

<http://www.learningforward.org/evidence/search.cfm>

Garet, Ludwig, Yoon, Wayne, Birman, & Milanowski, 2011. *Making professional development more strategic: A conceptual model for district decisionmakers*. Paper presented at AERA, April 2011. New Orleans, LA.