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
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


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

Individual

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

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

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

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

Building Professional Development to Support New Student Assessment Systems
Standards for Professional Learning (published in July 2011)

JSD – Examining Evidence

JSD – Leadership

JSD – Working with External Partners

Becoming a Learning School
https://www.learningforwardstore.org/mm5/merchant.mvc?Session_ID=27732f5c7928f0c5a9e00d18d4b420d8&Store_Code=The_Learning_Forward_Store&Screen=PROD&Product_Code=B423

Why Professional Development Matters

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