



Professional Learning Program Update

October 12, 2022

Vision 2026 Strategy Update: Develop a Comprehensive Professional Learning Program and Support System for Staff

- ★ Recognize and plan for professional learning within all academic and social emotional learning strategies
- ★ Develop a professional learning program to support new staff members
- ★ Create a vision for instructional coaching

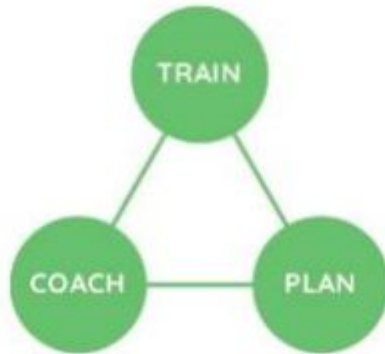
Vision 2026 Strategy Update: Develop a Comprehensive Professional Learning Program and Support System for Staff

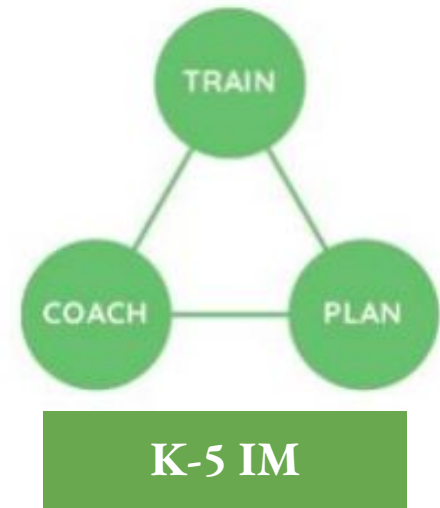
- ★ **Recognize and plan for professional learning within all academic and social emotional learning strategies**
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- ★ **Create a vision for instructional coaching**

★ Recognize and plan for professional learning within all academic and social emotional learning strategies

2022-23 Work Plan: Provide teachers with professional learning for Illustrative Math (IM) materials and pilot materials to provide Tier I instruction to all students.

Three Pillars of Teacher Support

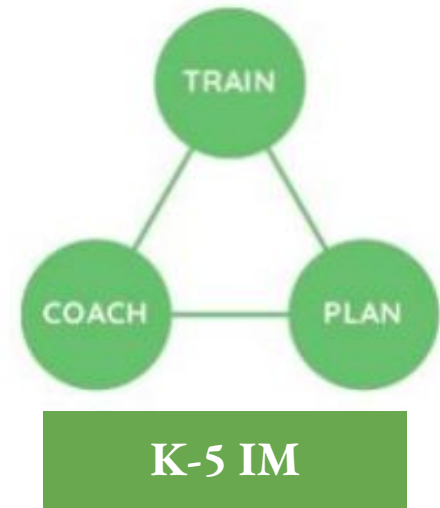




Train refers to the explicit training that teachers, instructional coaches, and school leaders need to successfully implement instructional materials.

The following training sessions have taken place or are upcoming to support staff with the implementation of Illustrative Math (IM) at the K-5 level:

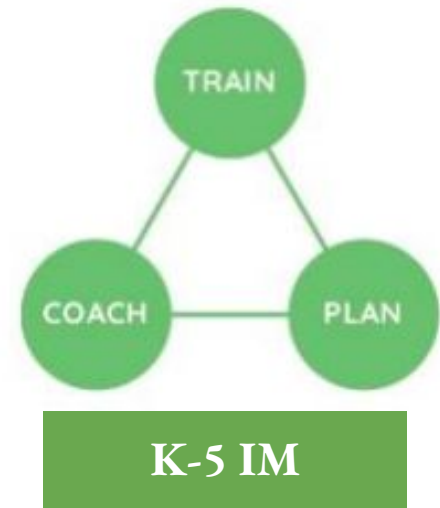
- NCTM Mathematical Practices for School-Based Leaders
- Teach and Learn Session for School-Based Leaders
- Teach and Learn Session I and II for all staff
- Mathematical Mindsets for all staff
- Unpacking Unit 1 for all staff
- Cooperative Learning Bootcamp for Math Coaches
- Diving into IM Classroom Assessments for Principals and Math Coaches
- Additional IM Trainings to Support Multilingual Learners



Plan refers to the collaborative and/or independent planning processes that teachers engage in on a daily, weekly, and quarterly basis to successfully implement instructional materials.

The following collaborative planning sessions have taken place or are upcoming to support staff with the implementation of Illustrative Math (IM) at the K-5 level:

- The October Institute Day focused on collaborative planning to prepare for the next unit.
- Coaches support during PLC time to assist in planning and preparation.
- Schools have the opportunity to utilize funds to hire subs for a half day of collaborative planning during the first trimester for each grade level.
- Currently working on a plan to provide two additional half days of planning for all elementary teachers during second semester.



Coach refers to the ongoing coaching and feedback teachers should receive to improve their content-specific instructional practices and strengthen their use of the curriculum. Coach is where the three pillars intersect.

All elementary buildings have a full time math coach to provide job-embedded professional learning.

Job-embedded professional development refers to teacher learning that is grounded in day-to-day teaching practice and is designed to enhance teachers' content-specific instructional practices with the intent of improving student learning.



Middle School Math Pilot

Train

- NCTM Mathematical Practices for School-Based Leaders
- Overview of IM for pilot teachers
- Overview of HMH Into Math for pilot teachers

Plan

- Coaches support during PLC time to assist in planning and preparation

Coach

- Each middle school has a full time math coach to support job-embedded professional learning

★ **Recognize and plan for professional learning within all academic and social emotional learning strategies**

2022-23 Work Plan: Provide teachers with ongoing professional learning for elementary ELA pilot materials



Train

- ELA Shifts training for all Principals and Reading Coaches
- Optional ELA Shifts summer training for staff
- ELA Shifts training for all K-5 teachers
- Optional *Shifting the Balance* book study
- Preparing for the ARC Core and Bookworm pilot for teachers

Coach

- All elementary buildings have a full time reading coach to provide job-embedded professional learning

Plan

- Schools have the opportunity to utilize funds to hire subs for a half day of collaborative planning for coaches to support pilot teachers

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★ Develop a professional learning program to support new staff members

2022-23 Work Plan: Engage in research of high-quality mentor programs



New Teacher Mentorship Programs

The Professional Growth Committee will focus its work on researching and recommending a high-quality mentor program to support new teachers.

The group will utilize a research study from EAB to begin their work.

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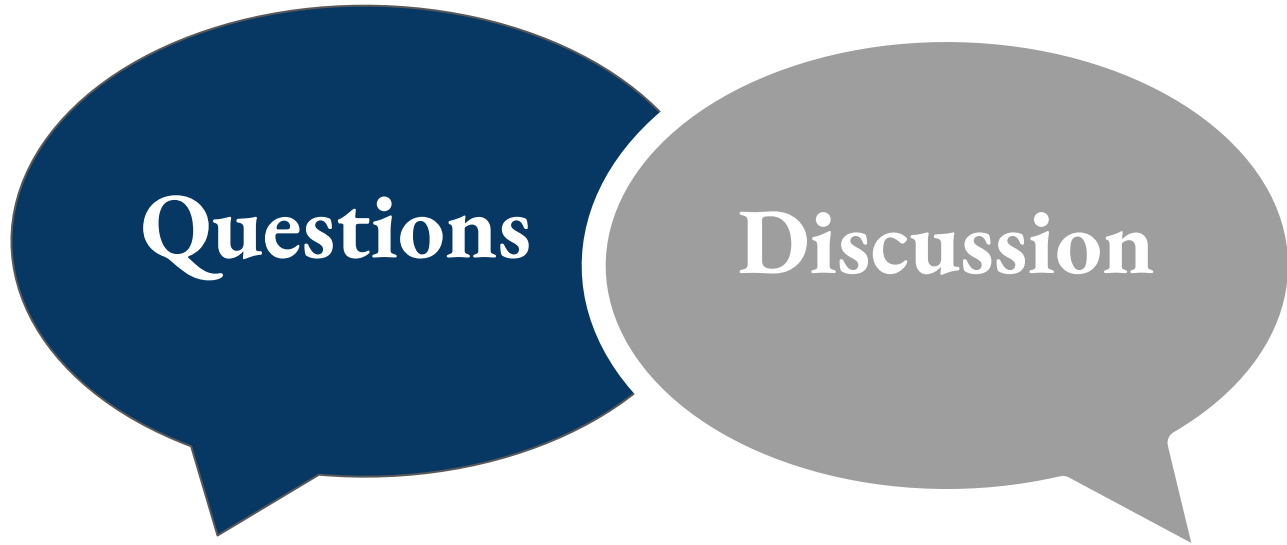
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★ Create a vision for instructional coaching

Stakeholder engagement:

- **EC-12 Administrators** started work around building sustainable cultures of learning that would lead their building staff members' to embrace a coaching system.
- **District coaches** started offering feedback regarding what coaching currently looks like at their building/level for the purpose of informing a centralized instructional coaching framework
 - **Math coaches - Oct. 7 (K-5), Oct 13 (6-8)**
 - **Reading coaches - Oct. 21**
 - **Innovation and Learning coaches - Oct. 4**
 - **Instructional Coaches - Oct. 6**
 - **Multilingual Learning coaches - to be scheduled**
 - **Student Support Specialists - to be scheduled**



Questions

Discussion