AURORA
INSTITUTE

**Breakout Session
Creating High-Quality Professional Learning:
Enabling Choice, Ownership,
and More Focused Support**

Beth Rabbitt, The Learning Accelerator
Juliana Finegan, The Learning Accelerator
Errika Baker, Chicago Public Schools
Kristen Watkins, Dallas Independent School District

http://bit.ly/TLAAuroraPD

Why are you here: What challenge are you currently facing around PD?

Session Objectives

- Learn about **key research-based quality drivers that support effective learning** for educators across learning contexts.
- Learn about **specific strategies used by districts** that engage educators by allowing **choice around pace, place, path, and even content** to ensure ownership and personalization.
- Explore **concrete resources and strategies** to start building your own personalized remote and hybrid experiences for your educators..

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Agenda

| TIME	TOPIC
5 minutes	**Warm-up and Welcome**
10 minutes	**What do we know about quality (anywhere) learning for adults?** ● Terms and structures ● Research-based quality drivers
15 minutes	**Jig Saw Share:** Four pieces to creating high-quality professional learning ● Understanding How Tools Can Support Quality Remote Adult Learning ● Four Critical Steps for Moving to a Personalized PD Approach ● Designing engaging and personalized PD experiences ● Setting up personalized coaching and support
20 minutes	**Small Group:** Exploration, sharing, and going deeper
10 minutes	**Closing:** ● Commitments ● Questions?

About the Presenters

Juliana Finegan
Managing Partner
TLA
@JulianaFinegan
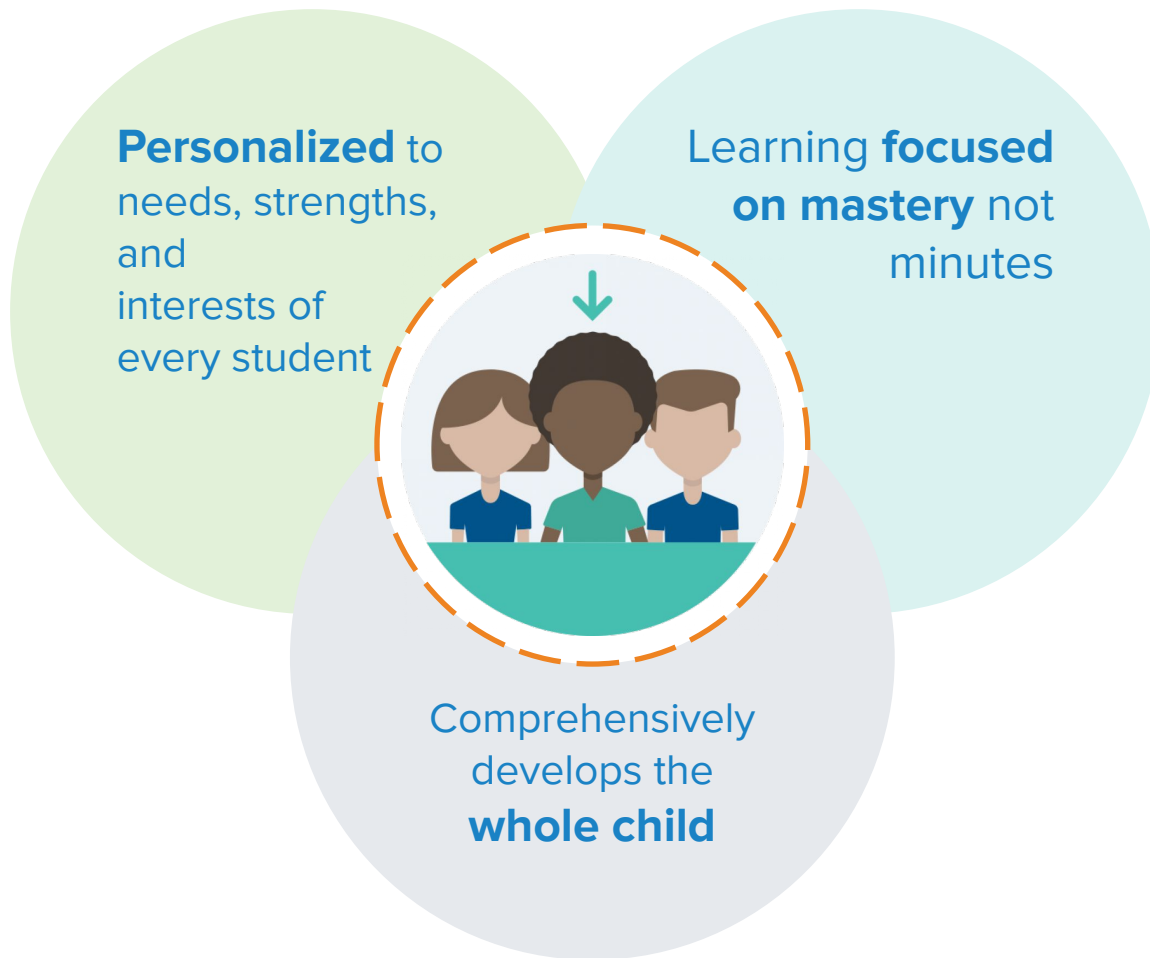

Beth Rabbit
CEO
TLA
@BethRabbitt

Kristen Watkins
Director of Personalized Learning
Dallas ISD
@k10watkins
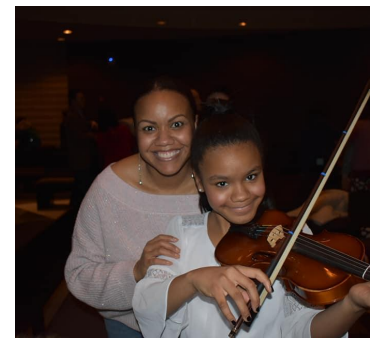
Errika Baker
Director of Personalized
Learning
Chicago PS
@etbaker

**The Learning Accelerator envisions a world in which each student receives the
effective, equitable, and engaging education they need to reach their full and unique potential.**

Personalized to needs, strengths, and interests of every student

Learning **focused on mastery** not minutes

Comprehensively develops the **whole child**

**This vision isn't a new one,
but making it a daily reality has proven hard in practice and it's become even more vital during this moment in time.**

**It's going to take new ways of working—
informed by data and supported by technology—
to make this vision possible
for every learner in every school in America.**

TLA is helping to make the 'potential' possible and practical for every teacher and student in America.
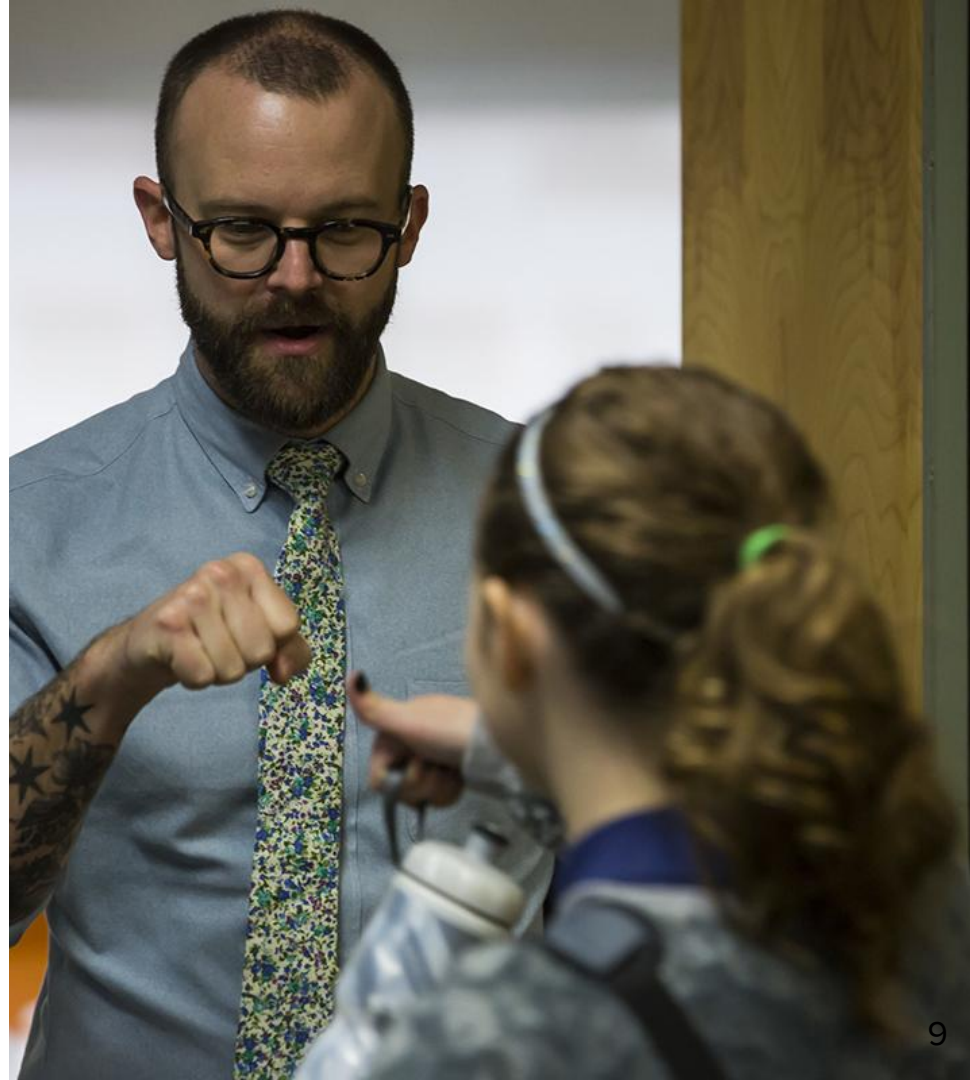
By playing the critical role of connecting and powering efforts of countless educators, TLA serves as the learning engine for the field

Working with expert educators and support providers to **CAPTURE & CREATE**

Fostering communities to **CONNECT**

Building collective capacity to **SHARE**

Accelerated Learning
for the education field

1. **Equitable access to knowledge**
2. **Efficient and effective adoption and implementation**
3. **Learning together at and for scale**

The way we approach our work is just as important as what we do.

We have a heart and soul that **understands and values educators**, because we've been in your shoes. We believe "solutions" to challenges reside in the work you do daily.

We blend the **theoretical with the practical**, helping create and spread strategies and practices that are grounded in research and can be put to use today.

We believe the knowledge to improve public education is a public good. We **don't charge users** for any of the knowledge or tools we create. Everything TLA produces is free and open for your use.

We are **nimble, dogged, entrepreneurial problem-solvers** who tell it like it is. We take the work seriously, but we don't take ourselves too seriously. We're all about **high-five-able moments**!

The PD Challenge

- Educators are trying to adjust rapidly to new remote learning models

- Most have not experienced remote and/or blended, competency-based learning in their own education backgrounds

So, how can we help them develop the competencies we need to be successful?

- *Modeling:* We learn the work by doing the work

- *Personalizing:* Meeting teachers where they are in their comfort and learning

Our approaches to training and development MUST replicate what we're asking teachers to implement in their "classrooms."
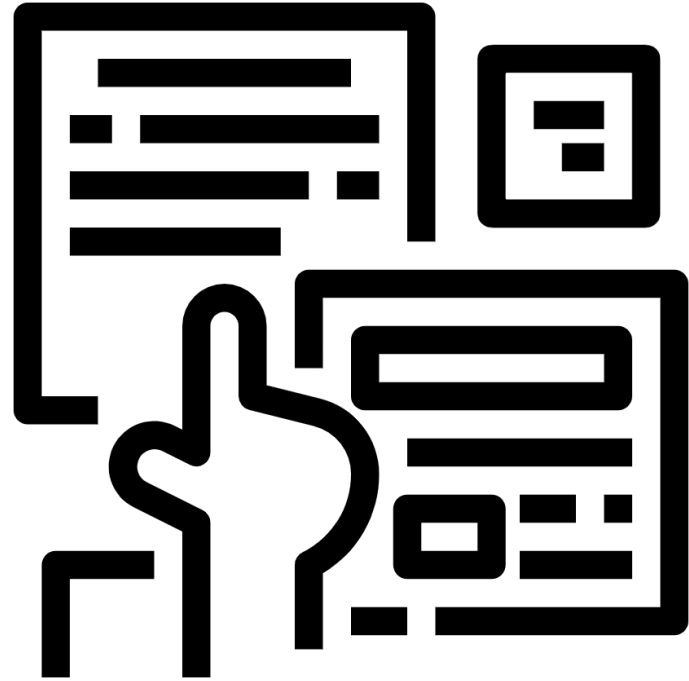
Essential Grounding: What is good adult learning?
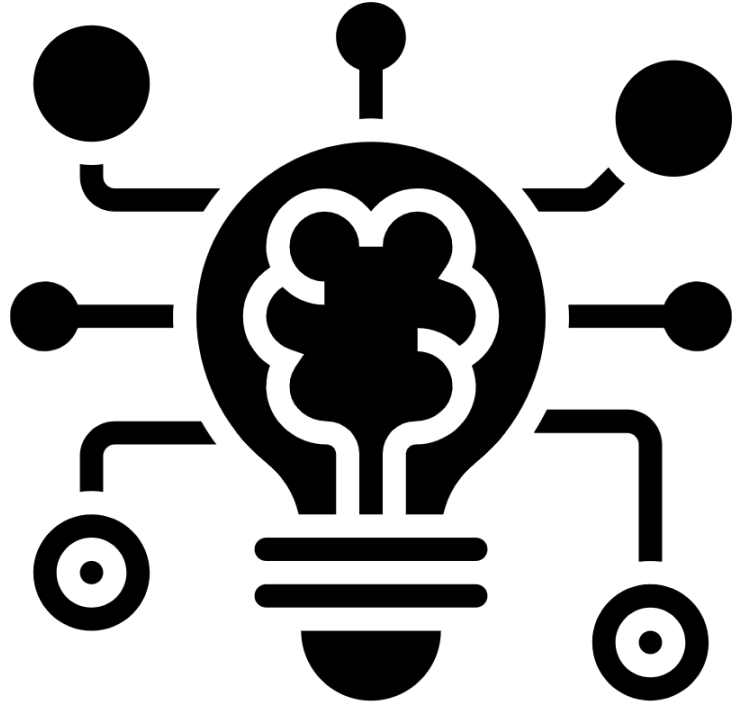
How do you learn best?

In the **chat, share ONE** of the following:

1. One way you **learn best**
2. One **platform** that you have had success learning on and why
3. One of your favorite **online learning experiences** and why

PD Design: What <u>drives quality</u> of an adult learning experience? (Offline or online!)
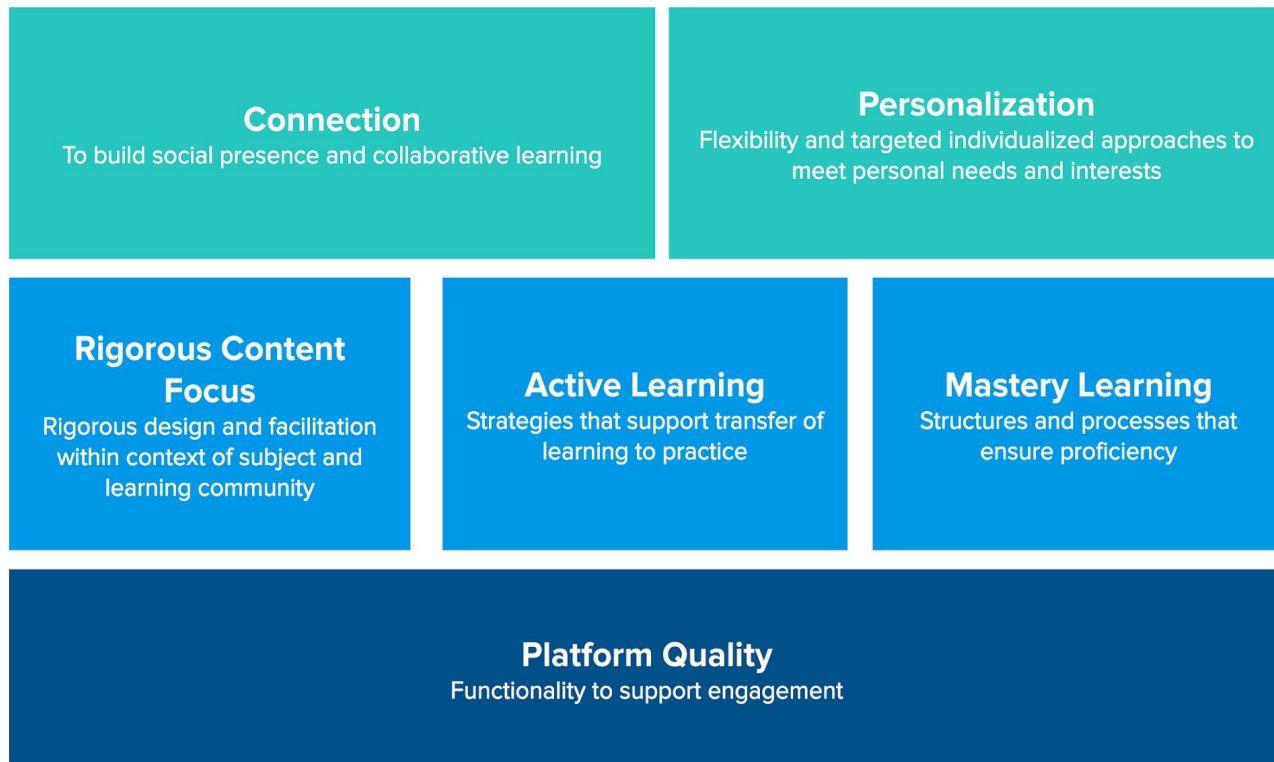
Motivating factors that deepen commitment and outcomes

Essential for high-quality learning experiences that translate to change
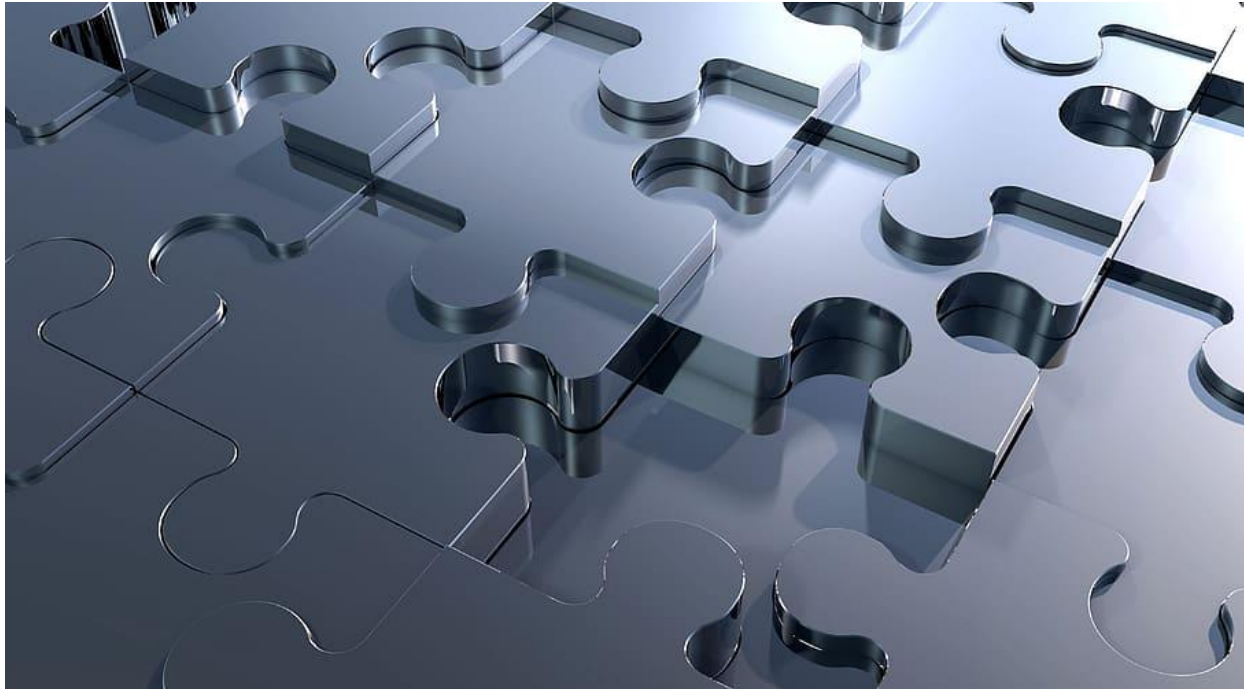
Enables baseline engagement

Connection
To build social presence and collaborative learning

Personalization
Flexibility and targeted individualized approaches to meet personal needs and interests

Rigorous Content Focus
Rigorous design and facilitation within context of subject and learning community

Active Learning
Strategies that support transfer of learning to practice

Mastery Learning
Structures and processes that ensure proficiency

Platform Quality
Functionality to support engagement

Making This Concrete

Platform Quality	Have I selected an easy-to use tool and/or platform? Can my teachers actually use it and find support when needed?
Rigorous Content Focus	Do I have good content that educators can dig into, and is aligned to the competencies? Can it be adapted to ensure it is relevant to multiple contexts?
Active Learning	How will I keep educators engaged and collaborating? Polls? Reflection prompts? How can they show their mastery in active ways?
Mastery Learning	Am I offering feedback that helps educators keep working towards mastery? Can they practice? How will they know they are ready to move to the next "phase" or content topic?
Connection	How am I personally connecting with my educators? (In time, but also out?) How am I helping educators connect with each other?
Personalization	How am I helping educators to see relevance and set concrete and attainable goals around competency mastery? How am I offering options for choice around content and learning experience?

Jig-Saw Share:
Four Pieces to Creating High-Quality Professional Learning

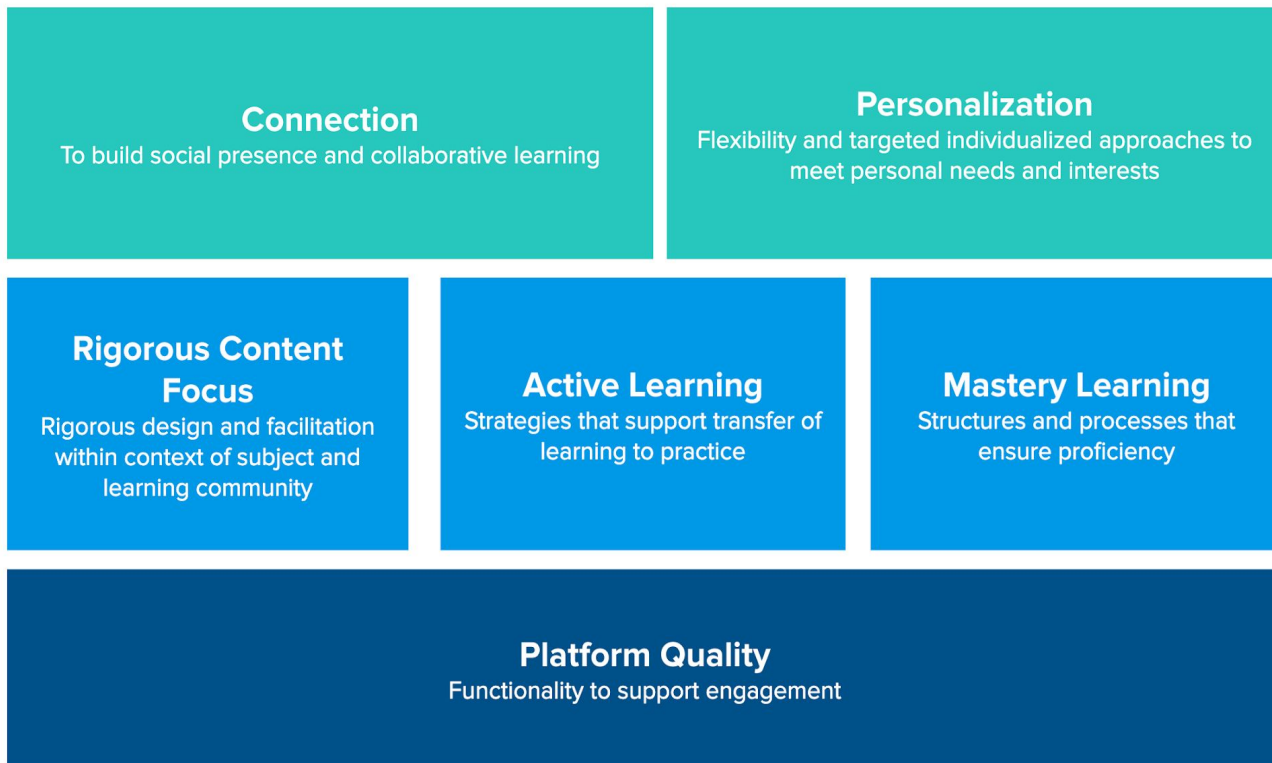# Understanding How Tools Can Support Quality Remote Adult Learning

Motivating factors that deepen commitment and outcomes

Essential for high-quality learning experiences that translate to change

Enables baseline engagement

Connection
To build social presence and collaborative learning

Personalization
Flexibility and targeted individualized approaches to meet personal needs and interests

Rigorous Content Focus
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Active Learning
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Four Critical Steps for Moving to a Personalized PD Approach

Define Competencies

What are your educators going to need to be successful?

Reflect and Assess

What are strengths and gaps?

Offer Personalized Supports

Aligned to learner needs and choice

Align Systems

Human capital processes and structures

Questions to Ask Yourself as We Explore Together

1. **Online PD Design:**
   What does remote PD currently look like at your school?

2. **Competencies:**
   Have you identified competencies that include the skills your teachers need to be successful within the remote/hybrid space?

3. **Assessment:**
   How do you help teachers reflect on and assess their skills and readiness?

4. **Personalization:**
   How do you currently target training for what teachers individually need?
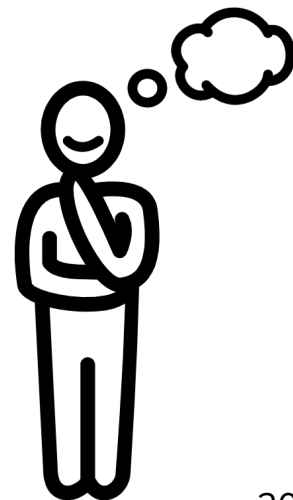
Designing Engaging and Personalized PD Experiences

PERSONALIZED LEARNING ONBOARDING IN DALLAS ISD

2017

2018

Personalized LEARNING
WORLD CUP
July 31st + August 1st

2019

pl
CRUISE

2020

pl
SKI TRIP
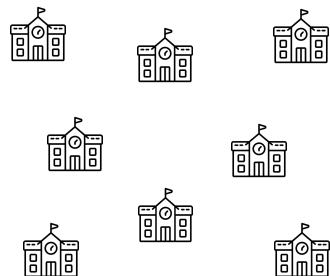
MAKING LEARNING EXPERIENTIAL

DALLAS
INDEPENDENT SCHOOL DISTRICT

Designing Engaging and Personalized PD Experiences

PL CAMPING TRIPS
Virtual Communities of Practice

- Exist to create and strengthen communities of practice across the PL Cohort.
- Each trip is aligned to one of the five domains on the **Personalized Learning Coaching + Development Rubric**.
- Experience models the **Self-Directed Learning Cycle**.
- Ends with a live, synchronous **PL Campfire**, filled with storytelling and collaboration across the PL cohort.

Setting Up Personalized Coaching and Support

Determine Focus Areas → Diagnose Current Stage on Continuum → Review Menu of Coaching Supports → Admin / Teachers → Select Coaching Topics → Create Individualized Learning Plan

CPS DEPT. OF
PersonalizedLearning
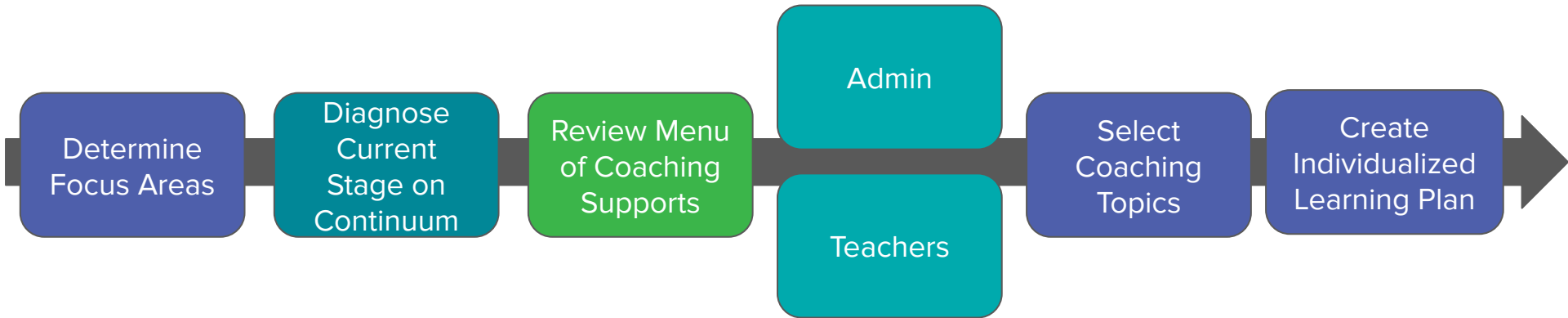
Personalized Exploration (5 min):

Designing engaging and personalized PD experiences	**Setting up personalized coaching and support**
- Onboarding: PL Ski Trip - Virtual Community of Practice: PL Camping Trips	- Coaching Suite of Options - Sample Champions Learning Plan Template - Sample Coaching Doc Template

Going Deeper (5 min):

Designing engaging and personalized PD experiences	Setting up personalized coaching and support
 ● Onboarding: PL Ski Trip ● Virtual Community of Practice: PL Camping Trips	 ● Coaching Suite of Options ● Sample Champions Learning Plan Template ● Sample Coaching Doc Template

Small-Group Exploration

So that we **personalize your experience**, please change your name to the **GROUP NUMBER** you would like to join for the small group deep-dive. The options include:

- **Group 1:** Using a research-informed framework to select support tools & platforms with Beth Rabbitt
- **Group 2:** Four critical steps for moving to a personalized PD approach with Juliana Finegan
- **Group 3:** Designing engaging and personalized PD experiences with Kristen Watkins
- **Group 4:** Setting up personalized coaching and support with Errika Baker

Small-Group Exploration:

Group 1: Using a research-informed framework to select support tools and platforms with Beth Rabbitt ● Overview of Research and Examples of How Different Products Put Drivers into Action ● Assessment Tool	**Group 2:** Four critical steps for moving to a personalized PD approach with Juliana Finegan ● Strategies around the four steps ● Building Staff Capacity Remotely Presentation
Group 3: Designing engaging and personalized PD experiences with Kristen Watkins ● Onboarding: PL Ski Trip ● Virtual Community of Practice: PL Camping Trips	**Group 4:** Setting up personalized coaching and support with Errika Baker ● Coaching Suite of Options ● Sample Champions Learning Plan Template ● Sample Coaching Doc Template

Questions?

Reflection & Post-It Promise

- **In the chat:**
  - Please identify one take away (resource, ah-ha, insight, etc.) you pulled from your small group discussion.

- **On a post-it (or in the chat):**
  - Please identify one thing you promise to apply to your work next week, next month, etc.?
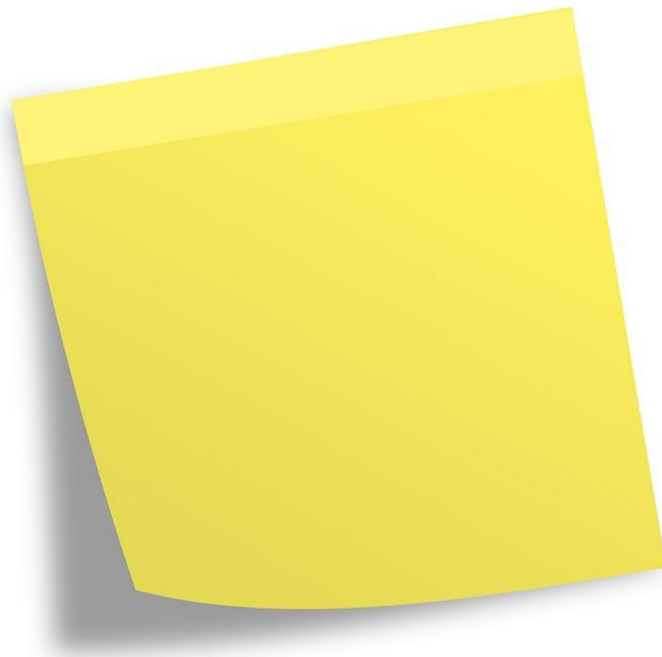
Acknowledgments

This presentation was created by the The Learning Accelerator (TLA) team in October 2020.
For further information please contact Juliana at
juliana.finegan@learningaccelerator.org

For further information about The Learning Accelerator, please visit
www.learningaccelerator.org

The Learning Accelerator

Appendix:
Tools for Remote Learning
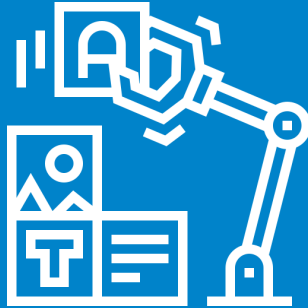
The Learning Accelerator

VISIT
Blended & Personalized Learning At Work

VISIT
Always Ready for Learning

The Learning
Accelerator

Work   People   Impact   Engage

Search

learningaccelerator.org

Alwaysreadyforlearning.org

COVID Leader Resources
- Coaching
- Resource Hub
- Parabola Project

Practices.learningaccelerator.org

Teaching and Learning Resources
- Teacher practice guides
- Remote learning tools
- School innovation cases and strategies

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Resources for Remote Learning Implementation

Free research review, quality framework, teacher practice guides, school leadership guide and prioritization tool, and training modules.

All openly licensed and in editable formats you can use with your teams.

What factors help improve the quality of remote learning?

Driving Quality in Remote Learning: A framework for research-informed remote experiences for K-12 leaders

This tool outlines key research findings about remote learning, addressing the existing evidence base for efficacy, and offering a framework for understanding the key components that help improve the quality of learning.

LAUNCH

How do I design quality remote instruction for my students?

Problems of Practice: Implementing Quality Remote Learning

This educator-facing series focuses on how practitioners can design and implement effective remote teaching and learning. Based on the framework above, these guides offer concrete steps for teachers. Leaders can use the resources to better align their own school's vision and support others in building their understanding of remote instruction.

LAUNCH

Where am I as a leader in supporting remote learning?

Leader Power Moves for Remote Learning

This document and related diagnostic tool map out five specific levers for leaders and the related "power moves" they can make when implementing remote learning. Leadership teams can use this tool to identify areas of strength as well as areas of growth within their remote learning design and implementation process.

LAUNCH
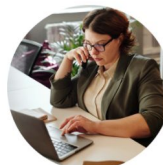
How can I begin training others for remote instruction?

Remote Learning Training Modules for Staff

This "grab-and-go," three-session training supports principals around effective remote learning. It explores quality remote design as well as concrete strategies to support implementation. This resource also includes a session on building personalized supports to train others and a resource bank that contains specific playlists for each session.

LAUNCH

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Always Ready for Learning Pro Bono Coaching Network
https://alwaysreadyforlearning.org/coaching-network

Free service that matches leaders to expert coaches to help them tackle COVID response and implementation planning. Sustained relationships, customized support and thought partnership on topics ranging from instruction, finance, technology, and change management.

Seek support via online form.

How **successful was your coach** in identifying your needs and providing clear next steps?

Average response: 4.75 out 5
98% rated a 4 or 5 on a 1-5 scale

Reach Out
Complete the questionnaire to tell us what you need.

Connect
We will connect you with a coach who has the right expertise.
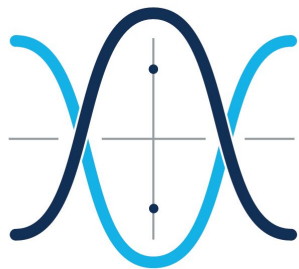
Get Coaching
Your coach will help you identify action steps and share resources you can use right away.

Sustain
You'll follow up with your coach and get ongoing guidance as needed.

PARABOLA PROJECT

The Parabola Project offers education leaders **tools and strategies to minimize health risks while maximizing learning when reopening** schools.

Brings together health and education expertise to offer actionable guidance and resources.