AURORA INSTITUTE

SYMPOSIUM BREAKOUT SESSION
MONDAY, OCTOBER 24, 2022 | 12:00-1:00 PM ET

A Personalized Approach to Professional Learning: Clear, Consistent, Cohesive, Not One More Thing!

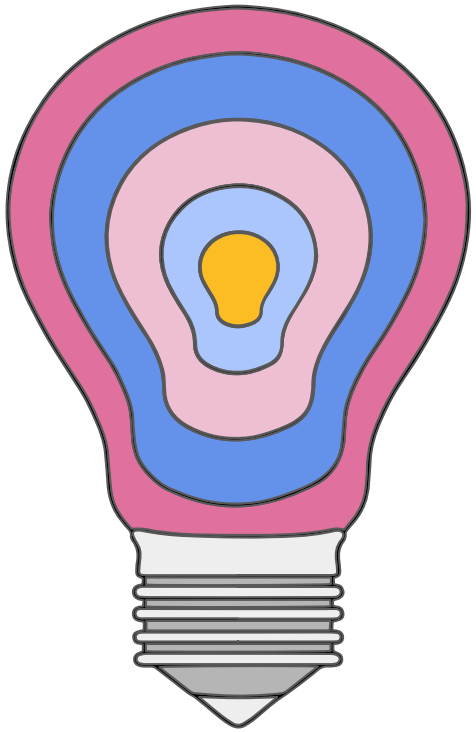
PRESENTERS:

- Tracy Huelsman, Shelby County Public Schools
- Dr. Jennifer Cox, Shelby County Public Schools
- Kelly Hudson, Shelby County Public Schools
- Lauren Siegel, Shelby County Public Schools
- Morgan Seely, Shelby County Public Schools
- LaPorsha West, Shelby County Public Schools

Defining Our "Why"

Why does Shelby County Public Schools need professional learning strands?

- **Recruitment/Retention:**
  New teachers can't be folded into our culture in one year.
- **Personalization:**
  All staff need different learning at different times
- **Streamlining/Systems:**
  Creating clear connections



Shelby Inspired
Learning. Leading. Living.

Strategic Leadership Plan 2022 - 2026

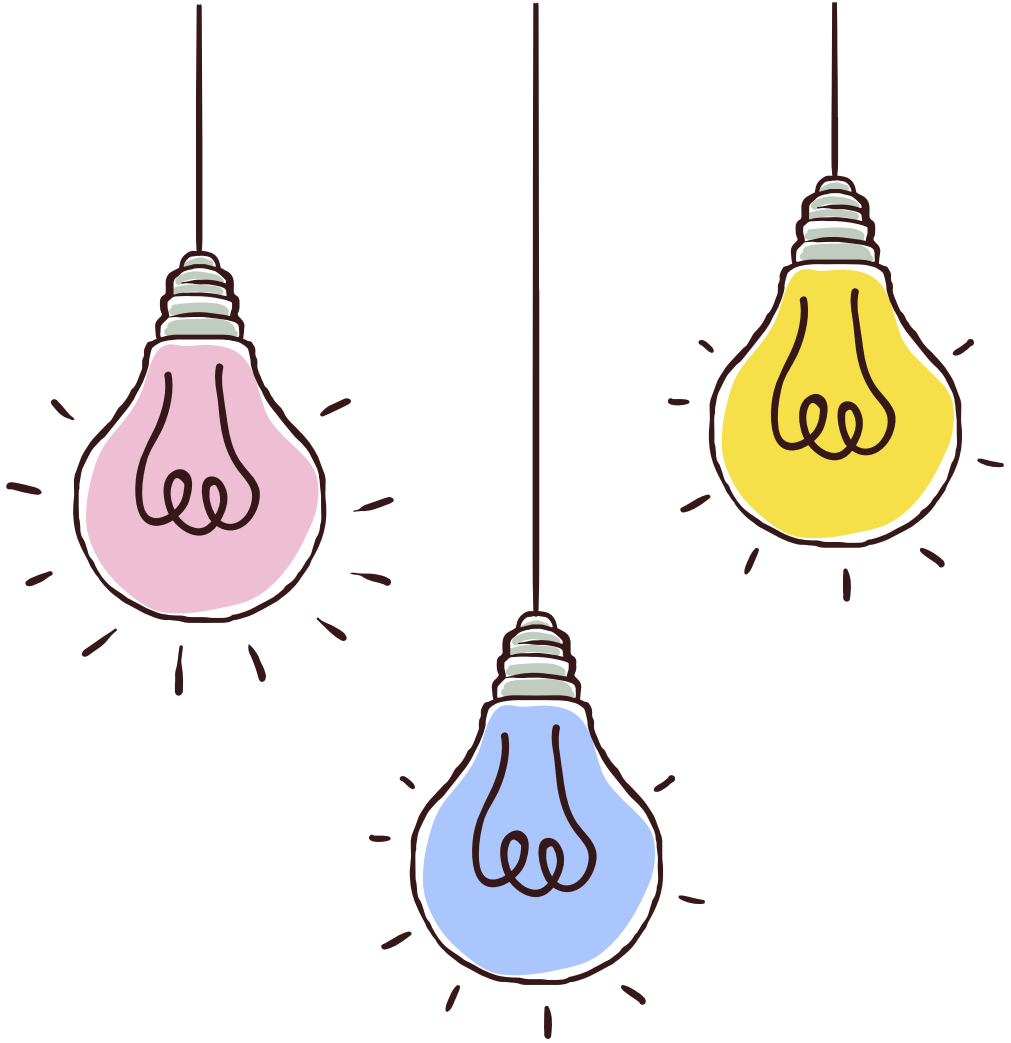
Priority Areas	Outcomes	Core Strategies
Inspired Learning	1. Students perform at or above grade level and are ready for post-secondary success • KY State Assessments • ACCESS (Assessing Comprehension and Communication in English State-to-State) • Post-secondary Readiness: ACT, Industry Cert, EOP, Dual Credit 2. Students demonstrate our Profile of a Graduate • Transition Level Defenses (5, 8, 12) 3. Students and staff show growth in social emotional learning • KSA (KY Summative Assessment) Student Climate and Culture Survey • Social Emotional Learning Rubric	1. Empower all students as they learn and apply academic competencies. A competency describes knowledge and skills that can be applied to novel, complex situations. 2. Develop students who exhibit SCPS Profile of a Graduate competencies in our schools and in our community. 3. Care for everyone's social and emotional well-being through teaching and systems of support. 4. Expand curricular and co-curricular opportunities and access for all students.
Inspired Leading	1. Diverse, qualified individuals apply to work in SCPS • Diversity of teacher and leader applicants by race/ ethnicity) 2. Employees contribute to a positive workplace culture • IMPACT Survey • Huron Studer Education Employee Engagement Survey 3. Employees access meaningful development opportunities • District-wide professional development activity survey 4. Effective employees choose to stay in SCPS • Retention/ Turnover 5. Students demonstrate our Profile of a Graduate • Transition Level Defense 5, 8, 11	1. Recruit diverse, qualified applicants who exhibit our core values 2. Develop each of our employees to support the Strategic Leadership Plan 3. Retain effective teachers, leaders, and staff
Inspired Living	1. Families engage in partnership with SCPS • Parent Satisfaction Survey 2. We deliver excellent service to our schools and employees • Student Engagement Survey • District Services Survey 3. Our community supports students' learning experiences • Volunteerism • Work-based learning experiences • Scholarships	1. Partner effectively with families and our community 2. Develop, monitor, and improve systems to serve our schools, employees, and students 3. Develop and implement a system to model and recognize our core values

How do we design & sustain a system to:

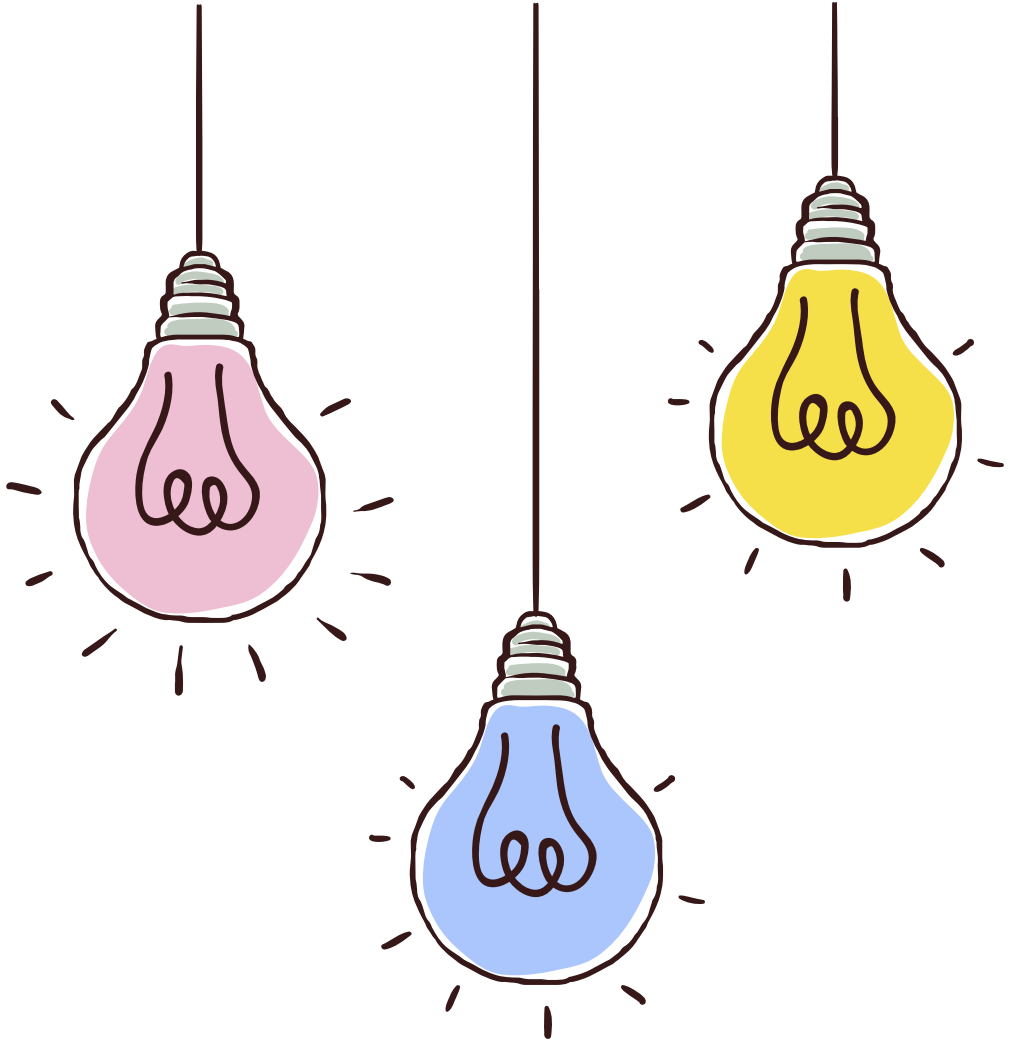
1. Build **clarity** around big rocks for ALL adults?

2. Build **agency** and **understanding** in ALL adults?

3. Coordinate consistent **learning and leading** with throughout the district?



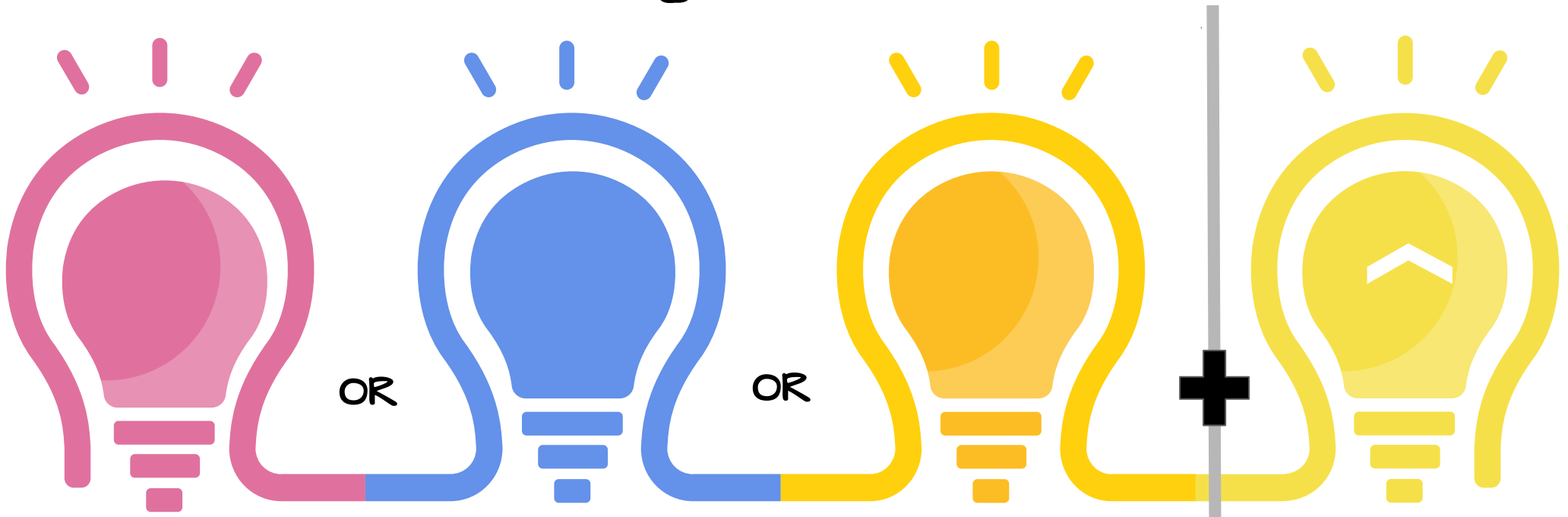
Phase 1



The "Big Strands" of Understanding in SCPS for All Adults

HOW

WHAT



Foundations of SCPS (new teachers)

Pillars of Thinking Strategies

Principles of Competency-Based Education

Clarity of Mastery (content specific)

Tailored to the Needs of Each Teacher

All Adults

HOW WILL TEACHER GROWTH BE IDENTIFIED?

This is not about PL Hours...

This builds understanding, capacity & sustainability in the work we do.

Personally:

PGP & Evidences

Competency-Based Professional Growth Plan

The individual Professional Growth is a plan whereby the employee establishes goals for enrichment/development/improvement. The plan shall be aligned with specific goals and objectives of the School/District Improvement Plan based on their self-reflection, School/District Professional Development Plan and based upon individual need. Prior to completion of the Professional Growth Plan (PGP) the teacher will complete a self-reflection to assist in identifying areas of professional growth. (SCPS CEP, 2020-21)

Professional Learning Goal(s):

- **GOAL 1: FOUNDATIONS OF SCPS/PILLARS OF TS/CBE FOCUS**
- **GOAL 2: CLARITY OF MASTERY FOCUS**

Action Plan: What is my plan of action to advance my professional Growth?

Support and Resources: What professional learning, resources and/or support do I need to achieve my goal? (District best practice resources)

How will I assess my progress/success?
What is the expected impact on student learning of my professional learning activities?

PGPs will be reviewed by the administrator and discussed with the evaluatee a minimum of two (2) times per year. The initial development and approval of the professional growth plan will occur within 30 days of the review of the evaluation process. (SCPS CEP, 2020-21)

Evaluatee Signature: Evaluator Signature: Date:	Evaluatee Signature: Evaluator Signature: Date:	Comments:

HOW WILL TEACHER GROWTH BE IDENTIFIED?

This is not about PL Hours...

This builds understanding, capacity & sustainability in the work we do.

Strand Strand Level	Foundations of SCPS Success Criteria	Pillars of Thinking Strategies Level 1 Workshop Continuum	Pillars of Thinking Strategies Level 2 Discourse Continuum Language Continuum	Pillars of Thinking Strategies Level 3	Principles of CBE Culture Level 1 CBE Continuum DRAFT	Clarity of Mastery On-Going General Continuum Clarity of Mastery PLC Continua
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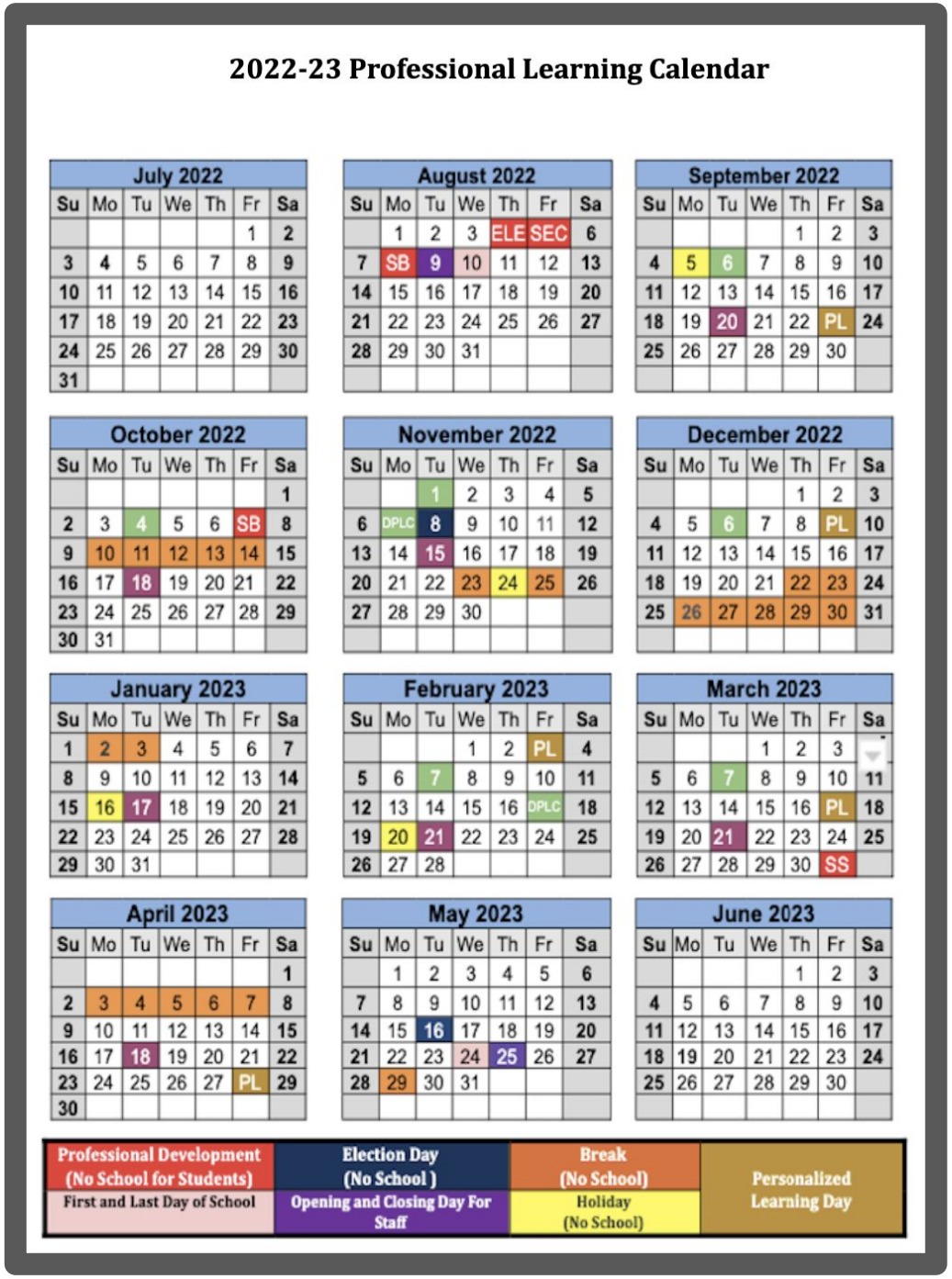
Anchor Text(s)	*Phenomenal Teaching*	*Phenomenal Teaching* *PEBC Workshop Module*	*Phenomenal Teaching* *PEBC Discourse Module Or PEBC Lang. of Thinking Module*	*Phenomenal Teaching* *PEBC Workshop, Discourse or Language of Thinking Module*	*Competency-Based Learning: A New Architecture for K-12 Schooling*	SCPS Mastery Scales PLC Launchpad PLC Handbook
Strand Focus	**Pillars of Thinking Strategies** Workshop Community	**Workshop** (structure/crafting)	**Discourse** **Language of Thinking**	**Leadership of School/District Pod in Levels 1 or 2 & Classroom Visit Pool**	**CBE Structures and Systems: Implementing Design Principles**	**Mastery Learning:** Content Mastery **Assessment & Reporting:** Assessment Literacy **Planning & Instruction:** Best Practices in Content Instruction

Publicly: Instructional strand groups build agency and collaboration

Time for Professional Learning Cohorts is Embedded



2022-23 Professional Learning Calendar

July 2022

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022

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7	SB	9	10	11	12	13
14	15	16	17	18	19	20
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28	29	30	31			

September 2022

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18	19	20	21	22	PL	24
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October 2022

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November 2022

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20	21	22	23	24	25	26
27	28	29	30			

December 2022

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18	19	20	21	22	23	24
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January 2023

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February 2023

Su	Mo	Tu	We	Th	Fr	Sa
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12	13	14	15	16	DPLC	18
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26	27	28				

March 2023

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12	13	14	15	16	PL	18
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April 2023

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23	24	25	26	27	PL	29
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May 2023

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
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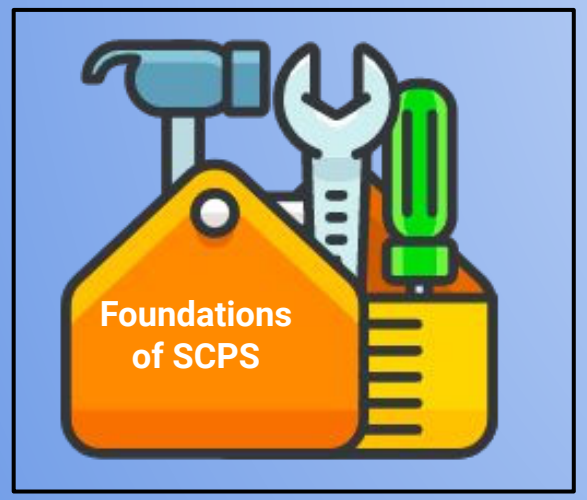
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Professional Development (No School for Students)	Election Day (No School)	Break (No School)	Personalized Learning Day
First and Last Day of School	Opening and Closing Day For Staff	Holiday (No School)	

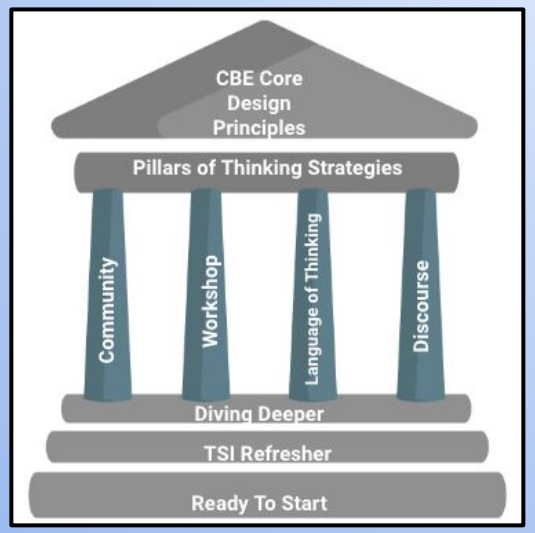
This is our strand cohort system.

What strands might support your district needs for 2023-24 and beyond?

Foundations of SCPS (New Teachers)

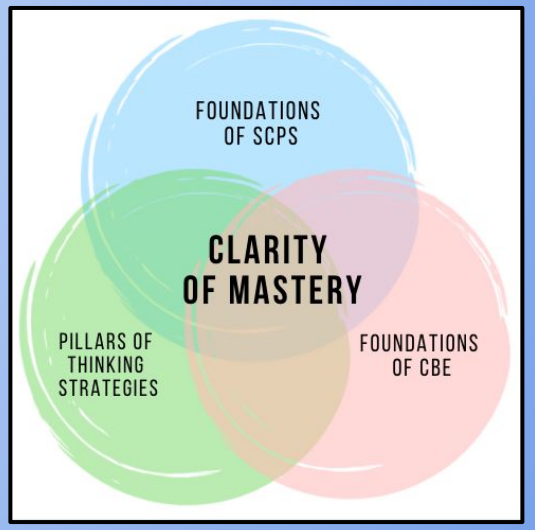


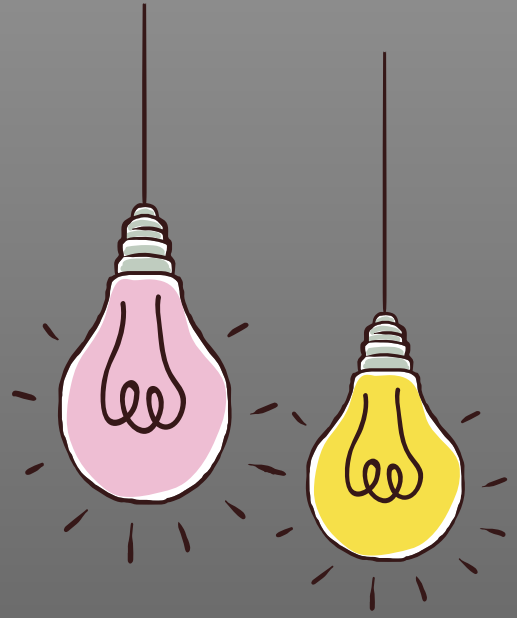
Thinking Strategies



Competency-Based Education

Clarity of Mastery



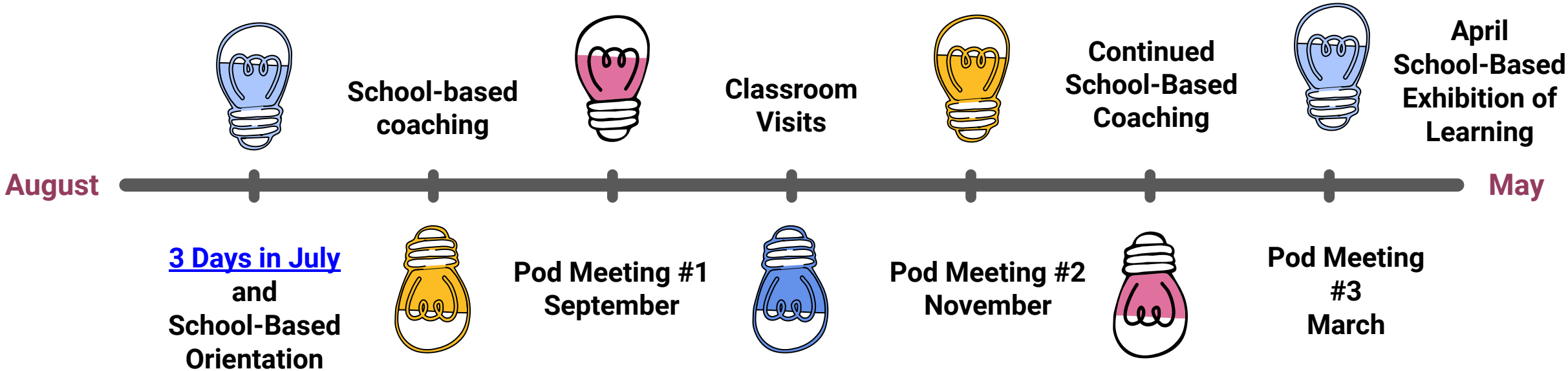


Foundations of SCPS

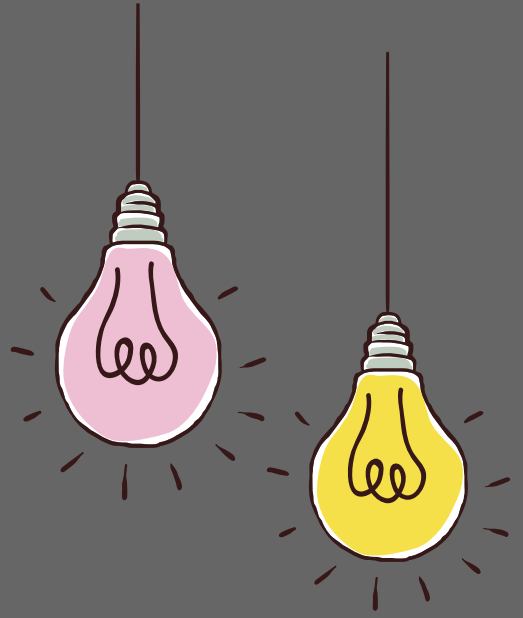
Educators NEW to SCPS

Foundations Cohort Events

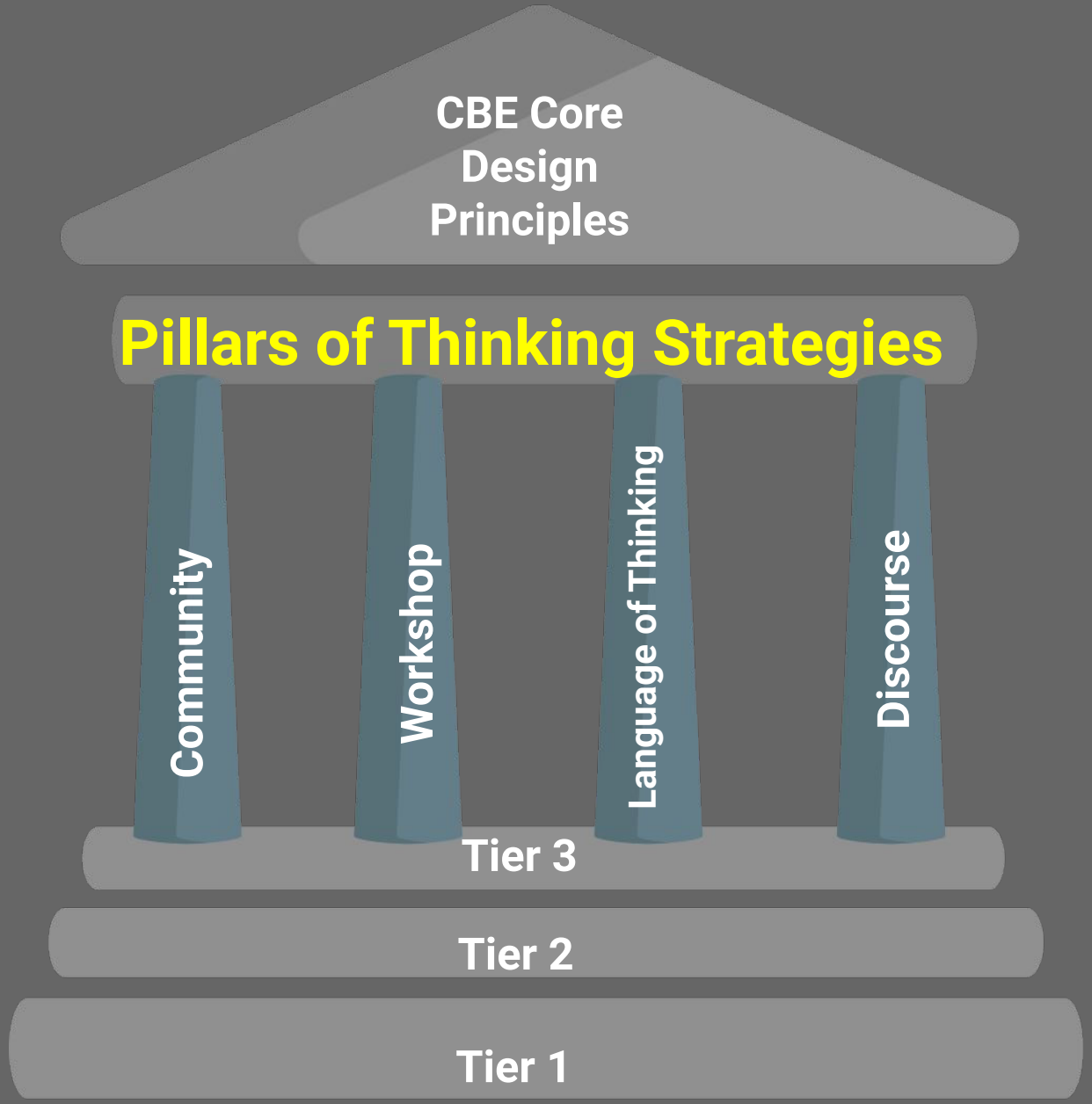
Teachers will have all year to master the foundational success criteria of each strand by participating in a 3 day institute in July, coaching support with classroom visits, and 3 virtual or in-person pod meetings.



Pillars of Thinking Strategies

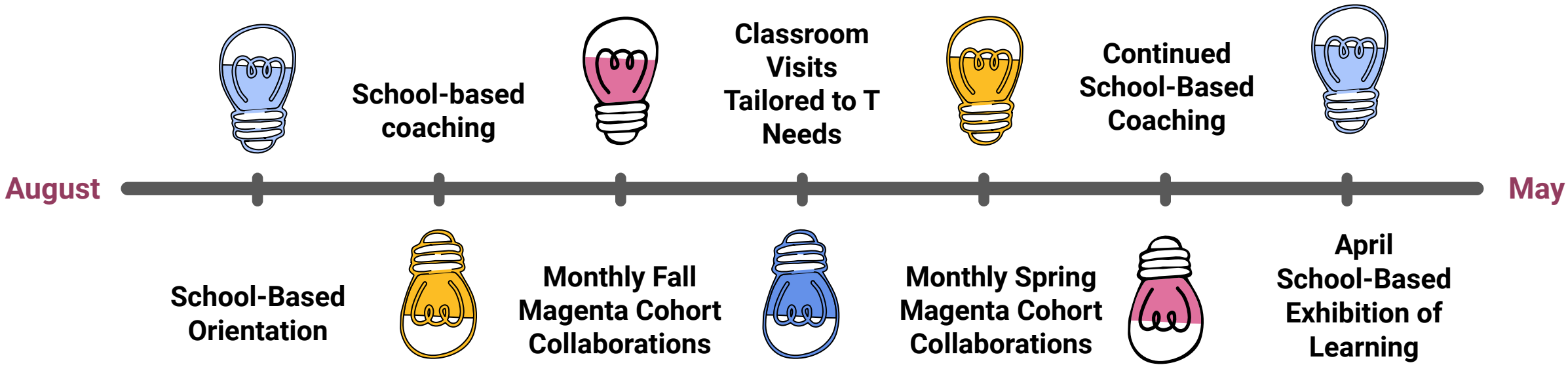


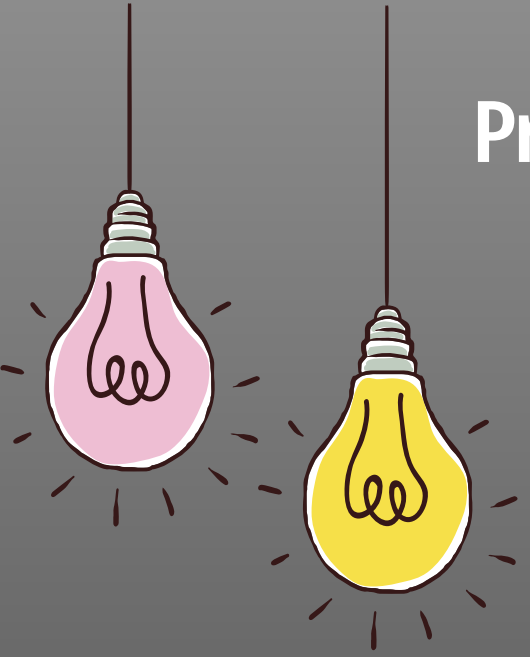
Any SCPS Educator



Thinking Strategies Cohort Events

Teachers will have all year to master the foundational success criteria of each strand by participating in a school-based cohort and coaching support with classroom visits

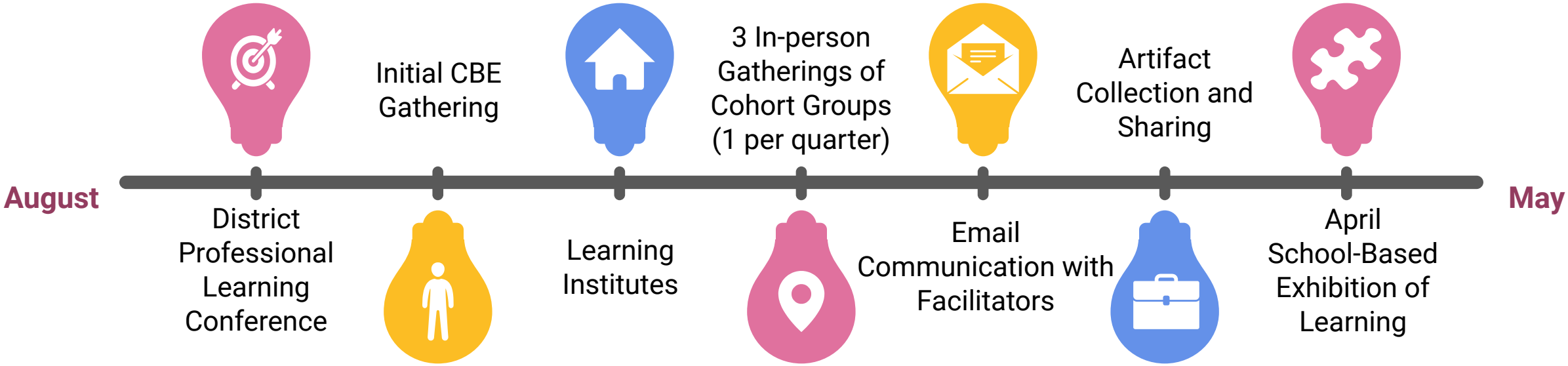




Principles of Competency-Based Education (CBE) Culture

Any SCPS Educator who has demonstrated mastery with Thinking Strategies

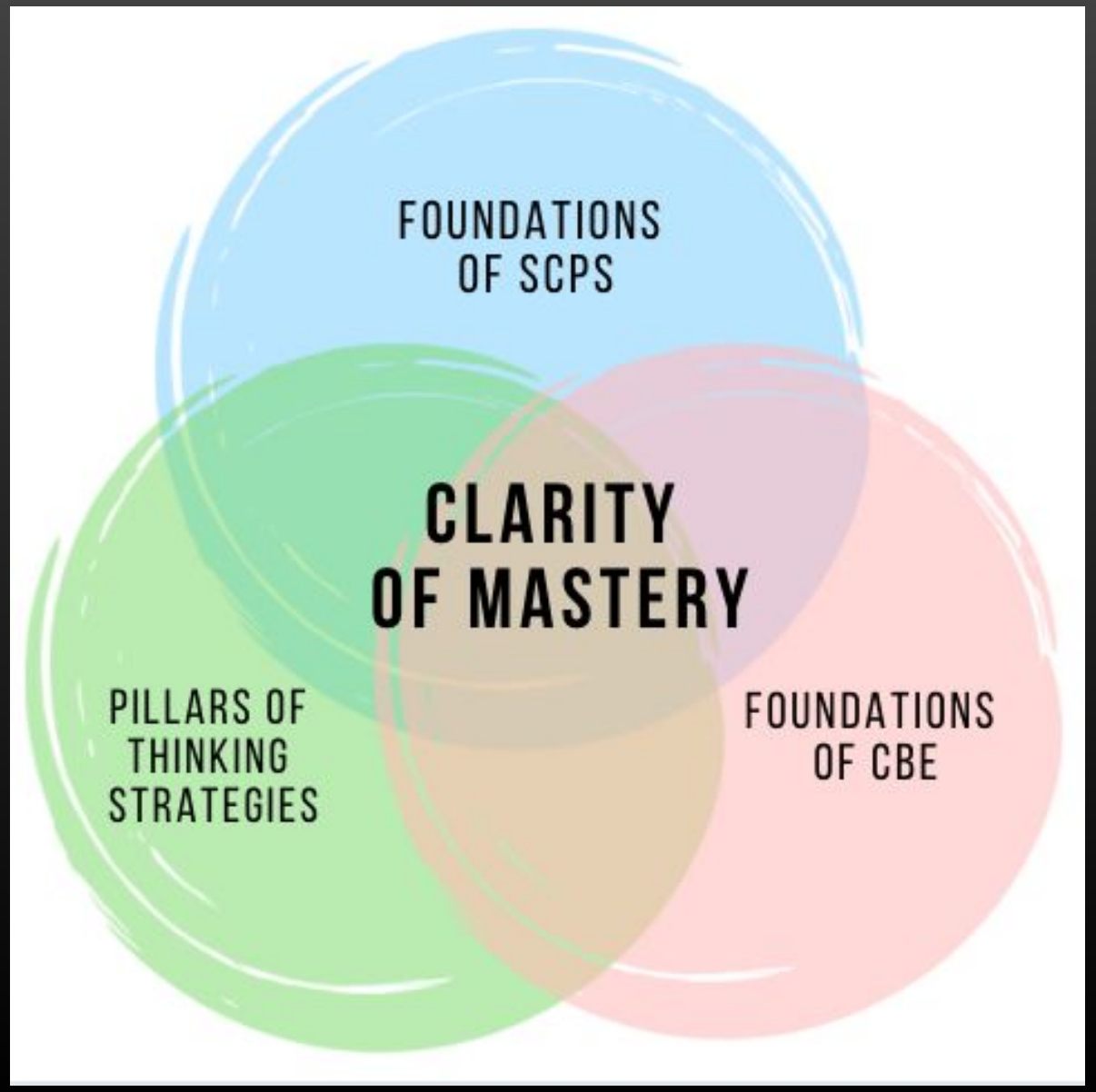
CBE Cohort Events



Clarity of Mastery

ALL SCPS Educators

Content Mastery
Assessment Literacy
Project Planning



Clarity of Mastery Events/Items

Heightened intentionality embedded into the things we do:

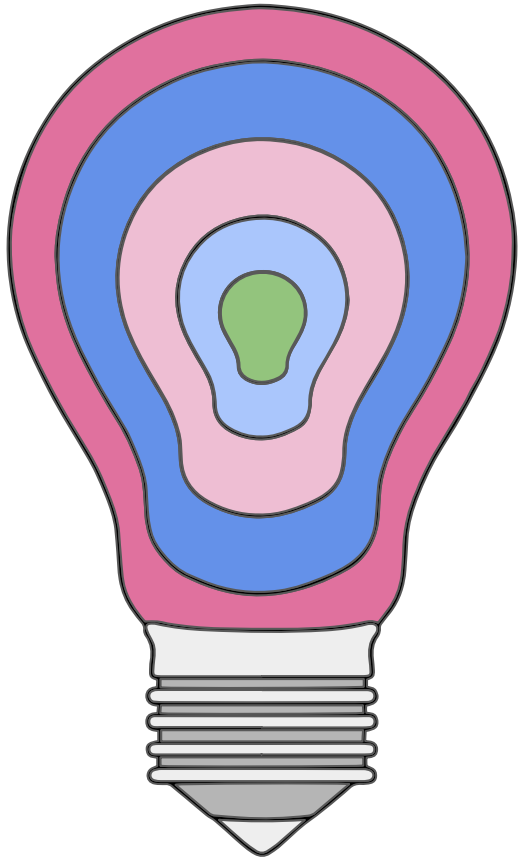
Formative/Summative Conversations

Walk Through Feedback

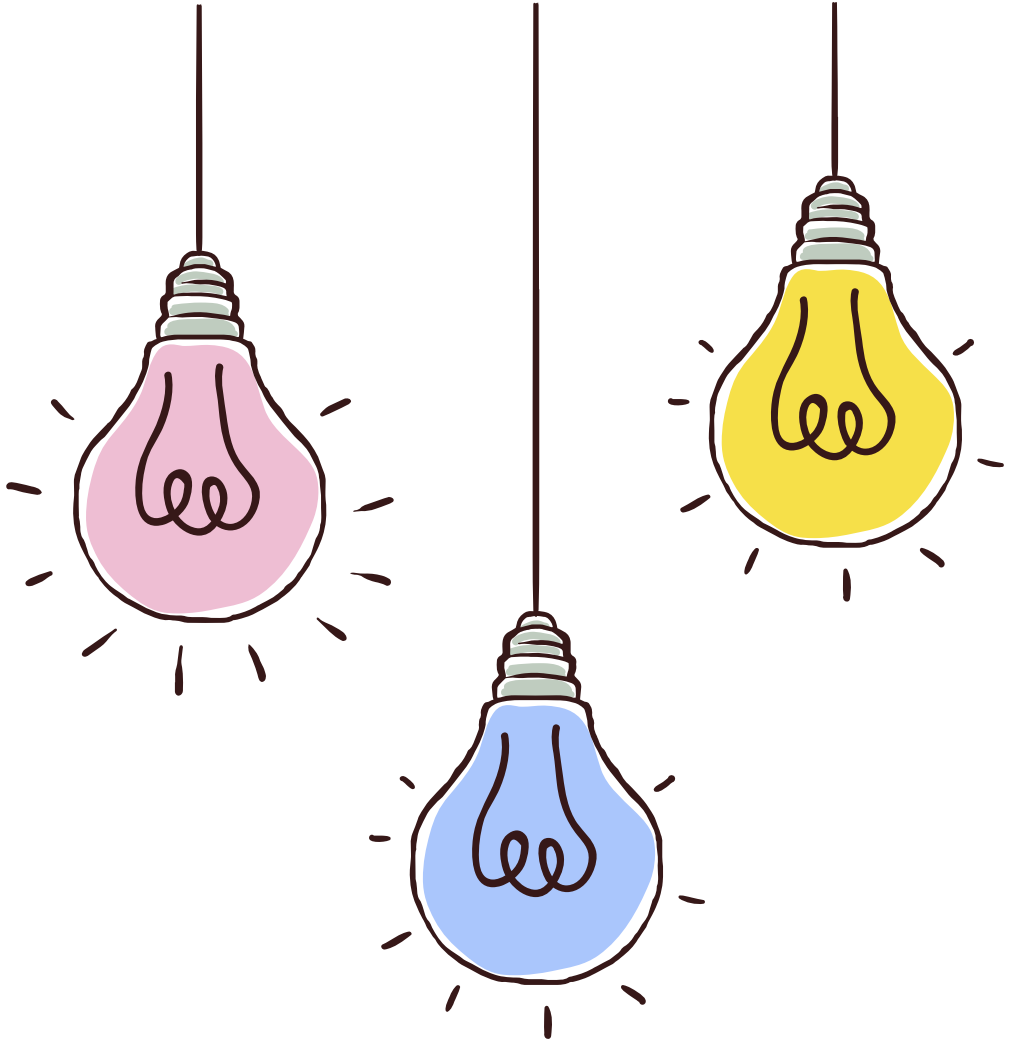
PLC/District PLC Work

Full Faculty Support

Coaching

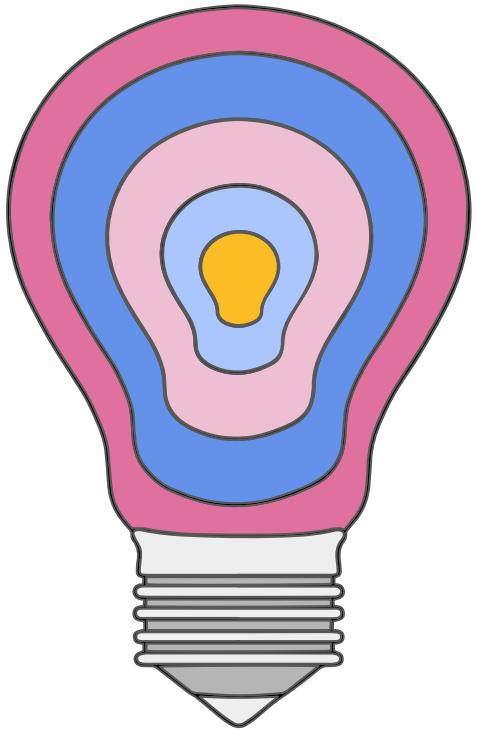


Phase 2 & Beyond



What We've Noticed

Why does this system make sense for Shelby County Public Schools?



Strand Strand Level	 **Foundations of SCPS** Success Criteria	 **Pillars of Thinking Strategies Level 1** Workshop Continuum	 **Pillars of Thinking Strategies Level 2** Discourse Continuum Language Continuum	 **Pillars of Thinking Strategies Level 3**	 **Principles of CBE Culture Level 1** CBE Continuum DRAFT	 **Clarity of Mastery On-Going** General Continuum Clarity of Mastery PLC Continua
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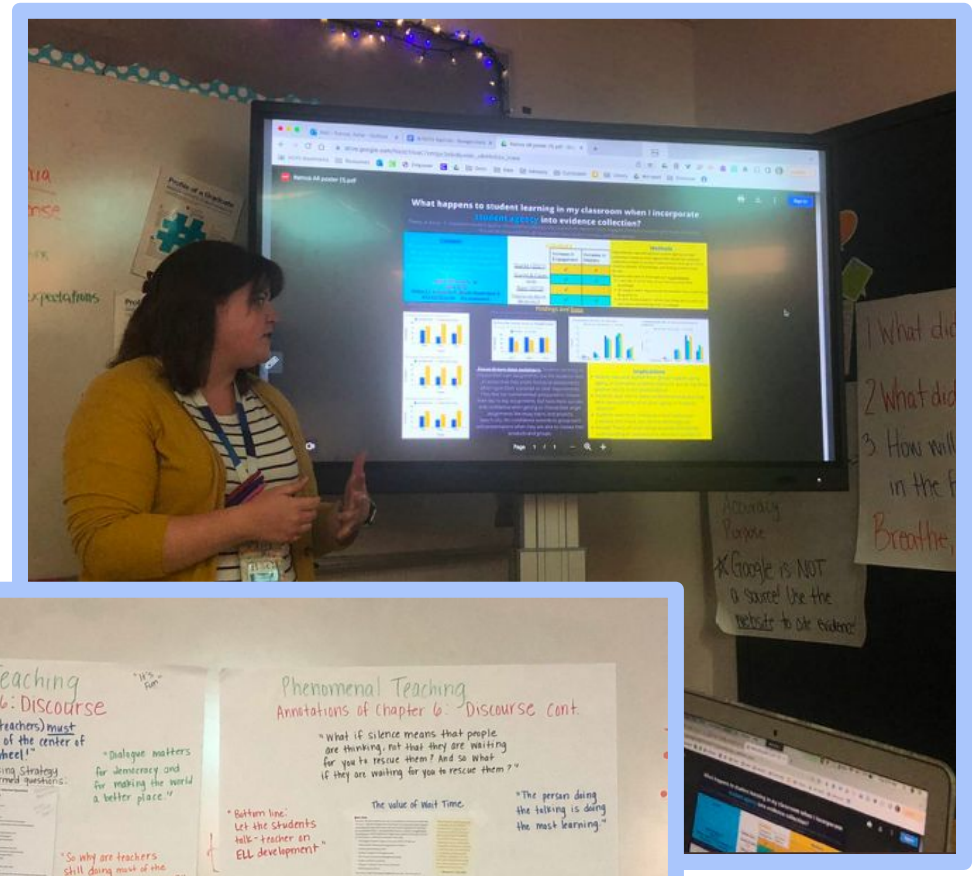
2022-23 SCPS Professional Learning Strands & Cohorts

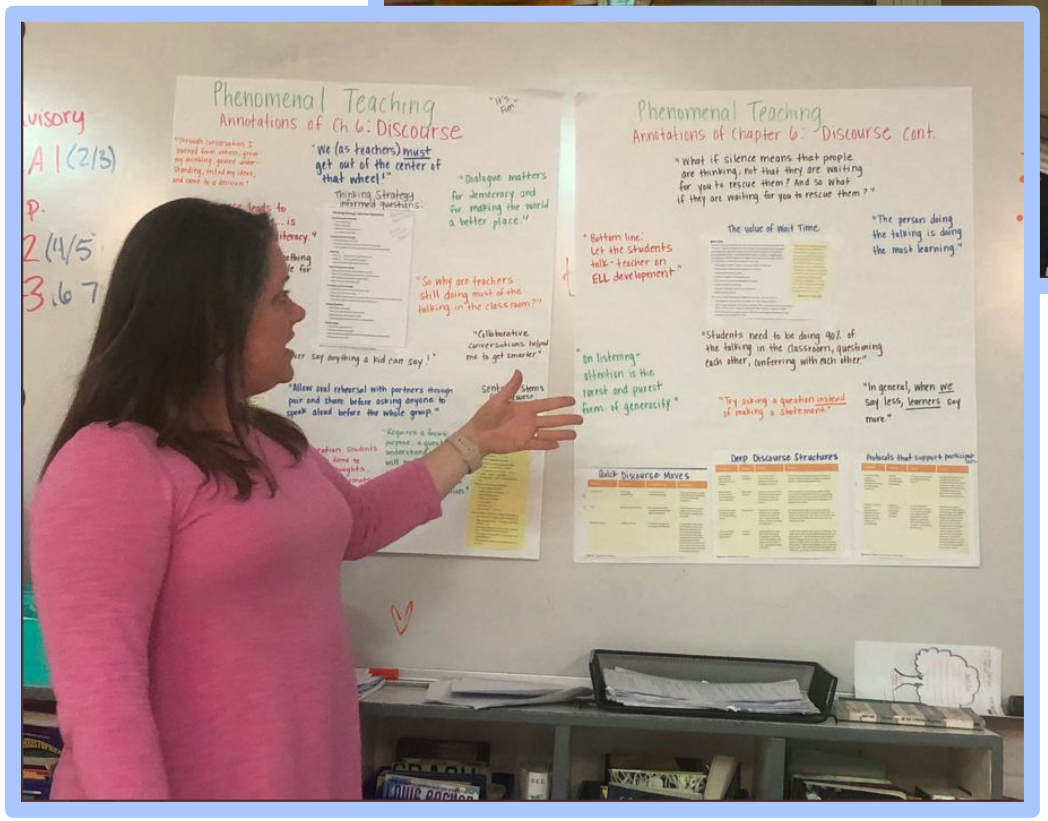
Professional Learning Strands in SCPS	Foundations of SCPS	CBE Instructional Pillar 1: STRUCTURES for equity and agency	CBE Instructional Pillar 2: METACOGNITION to support agency	CBE Instructional Pillar 3: ASSESSMENT for equity and agency	Clarity Of Mastery
Success Criteria/ Continuum	Success Criteria	Workshop Continuum CBE Continuum	Thinking Strategies Continuum Discourse Continuum SEL Continuum/(CASL Rubric) CBE Continuum	Assessment Continuum CBE Continuum	General Continuum Clarity of Mastery Continua
Participants	Certified Staff New to Shelby County in 2022-23 and those who are interim hires in 22-23	Open to Certified Staff	Open to Certified Staff	Open to Certified Staff	All Certified Staff
Anchor Text(s)	*Phenomenal Teaching*	*Phenomenal Teaching*	*Phenomenal Teaching*	*Phenomenal Teaching*	*SCPS Mastery Scales* PLC Launchpad PLC Handbook
Cohorts of Learning For 2022-23 "Magenta Days"	**NEW TO SCPS COHORTS** Focused on "New to SCPS" success criteria, which includes building clear understanding of Workshop and Community **OVEC Urban Teacher Residency Program** Student teachers in residence working in partnership with OVEC, UofL, and SCPS	**WORKSHOP 1 or 2** Focused on student agency that is the goal of this structure. **CO-TEACHING** Focused on effective co-teaching approaches **BELLARMINE LITERACY PROJECT** **(By Application)** Focused on specific literacy strategies (K-3) **GEORGIA STATE SUCCESSFUL START** Focused on working to build literacy understanding and structures as a team. **KDE RTA GRANT** Focused on goals of this specific grant **PASS/HSC PROGRAM** Focused on program goals/strategies for student success	**THINKING STRATEGIES 1 or 2** Focused on a deep dive in Language of Thinking and metacognitive skills. **DISCOURSE 1 or 2** Focused on the importance of student discourse to build community and agency in the classroom. **UK EXCEL** **District Cohort/Univ. Part.** Focused on engaging in discourse learning to support EL students. **BRIDGING GAPS THROUGH LANGUAGE** Focused on Spanish language and culture to build community with students and families **A FRAMEWORK FOR SEL** Focused on instructional practices and systematic framework to support the whole child.	**PERFORMANCE ASSESSMENT** Focused on effective use of Performance Assessment for student success. **UK CEO COHORT** Focused on coursework and projects of this program **READING RECOVERY** Focused on using and analyzing data from unassisted reading/writing tasks **COMPLEX NEEDS PROGRAM** Focused on analyzing data & assessment to drive instruction and student ownership of progress **KENTUCKY WRITING PROJECT: GROWING EMPOWERED WRITERS** Focused on tools, assessment practices, and writing strategies to engage writers	**DPLCs** **PLCs** **Clarity of Mastery Cohorts/School Focus**

Important Bookends for Us:

1. Mastery Learning Conference in August

2. District-wide Staff Exhibitions of Learning



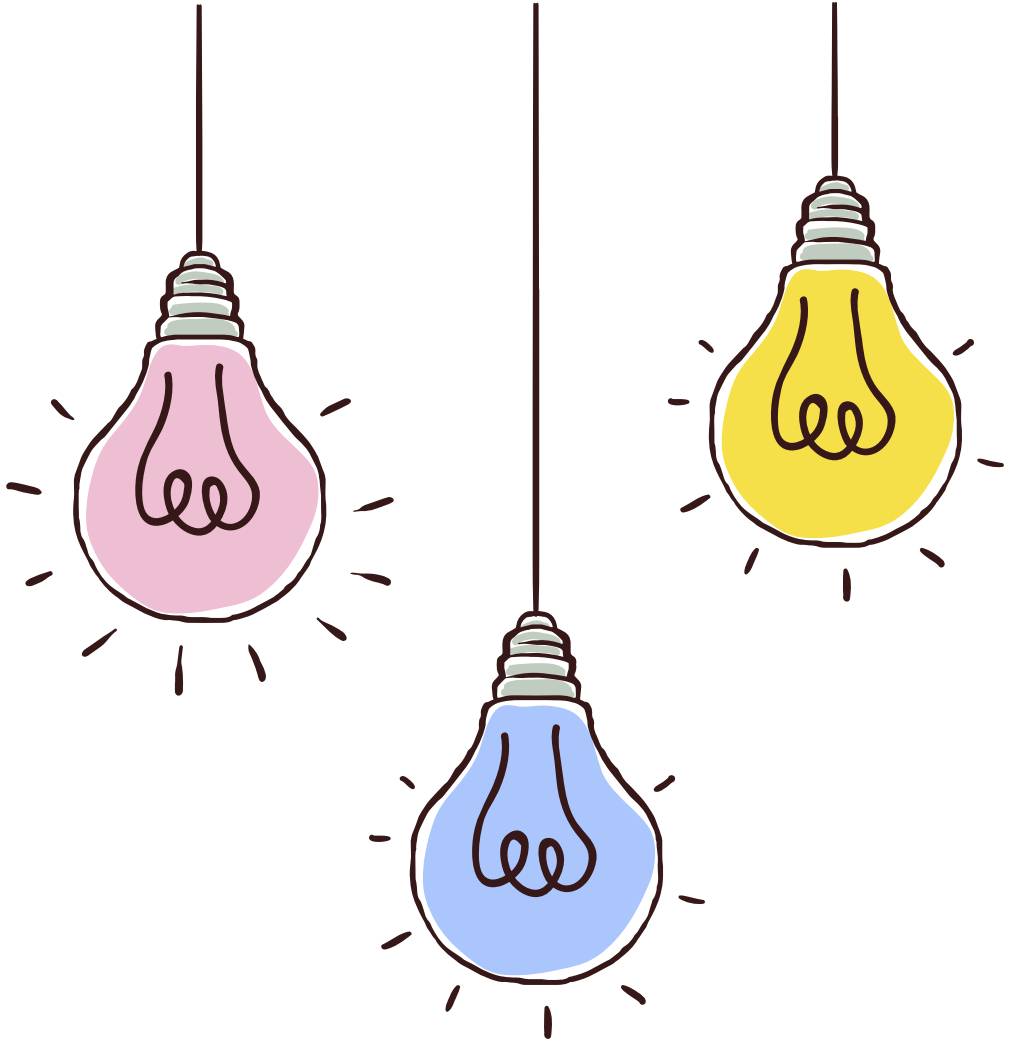


How might YOU design a system to:

1. Build **clarity** around big rocks for ALL adults?

2. Build **agency** and **understanding** in ALL adults?

3. Coordinate **learning and leading** with schools and our district?



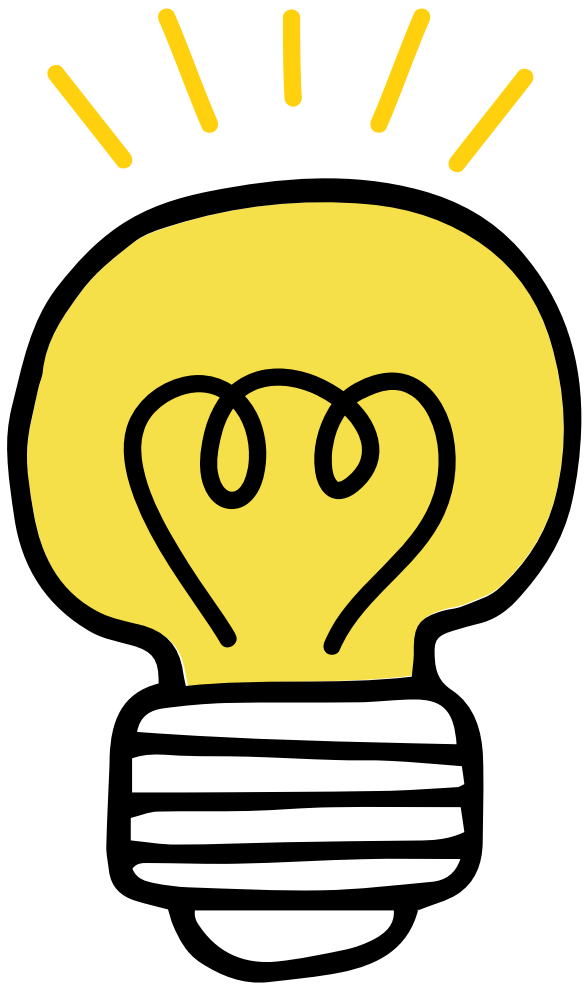
Important Resources for Us

District Professional Learning Schedule

Professional Learning Continuum: Workshop Example

Mastery Learning Conference 2022

Q & A



AURORA INSTITUTE

Symposium

OCTOBER 24 – 26, 2022 | VIRTUAL

Thank you for joining us!

Share Your Thoughts

Participate in our one-minute poll (link in chat box)