

Improving Teaching Conditions Through High- leverage Professional Development Practices

Breakout Session

Teaching Conditions Matter

June 2, 2016

New Britain, CT



Center on
GREAT TEACHERS & LEADERS

at American Institutes for Research ■



NORTHEAST COMPREHENSIVE CENTER

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Session Objectives

- Build awareness of a professional development design framework and key inputs to designing and implementing high-leverage professional development
- Learn about the Concerns-based Adoption Model and how to apply in designing high-leverage professional development

Agenda

- Introductions and Criteria for Success
- Professional Development Design Framework
- Concerns-based Adoption Model
- Reflections and Wrap up



Criteria for Success

This session will be successful for me if....

History of the Professional Development Design Framework

- National need for defining high-leverage professional development and identifying models of practice
- Funding available to identify high-leverage models
- Realization that it was about design and not “cookie cutter” models
- Professional learning is a design task – strategies come last.

Professional Development Design Framework

Commit to
Vision &
Standards

Analyze
Student
Learning &
Other Data

Set Goals

Plan

Do

Evaluate
Results

Professional Development Design Framework



Heads Together

Based on your experience, what are some key factors that should be included in this category?

Think



Group Share



Professional Development Design Framework

Knowledge & Beliefs

- Learners and Learning
- Teachers and Teaching
- The Nature of Academic Content
- Adult Learning and Professional Development
- The Change Process



Professional Development Design Framework

Context

- Students and Their Learning Needs
- Teachers and Their Learning Needs
- Curriculum, Instruction, Assessment Practices, and the Learning Environment
- Organizational Culture and Professional Learning Communities
- Leadership
- National, State, and Local Policies
- Available Resources
- Families and Communities



Professional Development Design Framework

- Building Capacity for Sustainability
- Making Time for Professional Development
- Developing Leadership

Critical

Issues

Ensuring Equity

Building a Professional Learning Culture

Garnering Public Support

- Scaling Up



Professional Development Design Framework

Strategies

- Immersion in Content, Standards, & Research
- Examining Teaching & Learning
- Aligning & Implementing Curriculum
- Professional Development Structures



Professional Development Design Framework

Strategies

▼ Immersion in Content, Standards, & Research

- Curriculum Topic Study
- Immersion in Inquiry in Science and Problem Solving in Mathematics
- Content Courses

§ Examining Teaching & Learning

- Aligning & Implementing Curriculum
- Professional Development Structures



Professional Development Design Framework

Strategies

- **Immersion in Content, Standards, & Research**
- ▼ **Examining Teaching & Learning**
 - Examining Student Work and Thinking
 - Demonstration Lessons
 - Lesson Study
 - Action Research
 - Case Discussion
 - Coaching
 - Mentoring
- **Aligning & Implementing Curriculum**
- **Professional Development Structures**



Professional Development Design Framework

Strategies

- Immersion in Content, Standards, & Research
- Examining Teaching & Learning
- ▼ **Aligning & Implementing Curriculum**
 - Instructional Materials Selection
 - Curriculum Implementation
- **Professional Development Structure:**



Professional Development Design Framework

Strategies

- Immersion in Content, Standards, & Research
- Examining Teaching & Learning
- Aligning & Implementing Curriculum
- ▼ Professional Development Structures
 - Study Groups
 - Workshops, Institutes, and Seminars
 - Professional Networks
 - Online Professional Development



Stages of Concern

<u>Stages of Concern</u>	<u>Expressions of Concern</u>
Refocusing	Having some ideas about something that would work better
Collaboration	Concerned about relating my work to what other instructors are doing
Consequence	Concerned about impact on students
Management	Concerned about time and materials management
Personal	Concerned about how using the innovation will impact them personally
Informational	Wanting to know more about the innovation
Awareness	Not concerned about the innovation

Parting Thoughts

What do you take away from this as you set about to improve the teaching conditions in your school?



Resources

WestEd

<https://www.wested.org/resources/designingprofessionaldevelopment/>

Designing Professional Development for Teachers of
Science and Mathematics, 3rd Edition 2010

Susan Loucks-Horsley, Katherine E. Stiles, Susan Mundry,
Nancy Love, Peter W. Lawson

Thank you!!

Kathy Dunne

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