

Professional Learning Update



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School Board Presentation

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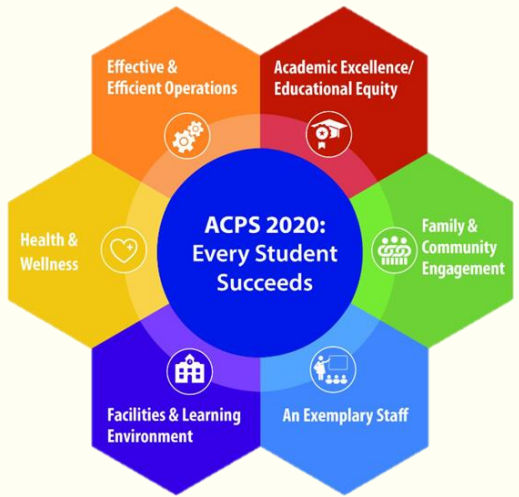


Every Student Succeeds

Essential Questions

- How do we **align professional learning and development** with our ACPS 2020 Strategic Plan and Characteristics of High Performing School Divisions?
- How does the Office of Talent Development **support** the professional learning and development of our **teachers, leaders, and staff**?
- What is the **status of our current programs** and where will we go from here?
- What impact does professional development have on **our students**?

Talent Development and ACPS 2020 Strategic Plan



The mission of the Talent Development Office is to build adult learners' capacity to advance the achievement of all ACPS students and close achievement gaps through professional learning opportunities.

- **1.1 Educational Excellence:** ACPS will regularly assess and respond to the needs, interests, and abilities of individual students.
- **1.2 Achievement Gaps:** ACPS will target academic achievement gaps and increase positive educational outcomes across race/ethnicity, income, disability, and language subgroups.
- **1.5 Teacher Resources and Supports:** ACPS will make available to each teacher the resources and supports needed to provide an outstanding education for each and every student, differentiated according to the student's learning style and background.
- **3.1 Staff Recruitment and Retention:** ACPS will hire the best employees possible and create an environment that motivates, competitively compensates, and retains them.
- **3.2 Collaborative Instructional Achievement:** ACPS will nurture a school culture in which professionals collaborate closely to share knowledge, skills, and best practices aimed at improving student achievement.
- **3.3 Individual Professional Development Opportunities and Strategic Plan Focus:** ACPS will expand professional development opportunities that include self-identified goals and that provide teachers and other staff members with multiple opportunities for improving their individual effectiveness and that respond to Strategic Plan priorities.
- **3.5 Leadership Development:** Establish programs to identify talent.

Vision- Alexandria City Public Schools will be an excellent and high-performing school division characterized by:

- **Clear Focus:** Everyone knows what we are doing, how to do it and why
- **Expectations for All Students:** Belief that every student can learn
- **Strong Instruction Program:** Raising achievement of all students
- **Effective School Leadership:** Nurture an instructional program and school culture
- **Collaboration and Communication:** Strong teamwork among teachers, staff and parents
- **Alignment with State:** Staff understands the role of state assessments
- **Frequent Monitoring:** Different assessments identifying students who need help and assigning intervention
- **Ongoing System of Staff Training:** Training staff in areas of most need
- **Supportive Learning Environment:** School has a safe, clean and intellectually stimulating learning environment
- **High Levels of Family and Community Involvement:** Sense that all have a responsibility to educate students

Standards Assessment Inventory (SAI)

- **Discover** teachers' perceptions and needs
- **Determine** alignment of professional learning
- **Collect** data on the quality of professional learning
- **Understand** success and challenges
- **Examine** the relationship between professional learning and school improvement



SAI Highlights

Value in Professional Learning

- 73% of educators **value Professional Learning** and Development.
- Most respondents indicate their school's professional **learning plan is aligned** with the goal of improved student performance.

Growth Areas in Professional Learning

- Many teachers expressed an interest in **being more involved** in the resource planning for professional learning in their schools.
- Most teachers (73%) indicated that they do not receive **frequent opportunities to observe** each other as a type of job-embedded professional learning.



Vision, Mission, and Long-Range Goals for Talent Development

Vision

- The Office of Talent Development **provides professional development and learning experiences** in which ACPS educators learn together, develop school cultures that **support and sustain** instructional improvement, and help close achievement gaps to ensure that every student succeeds.

Mission

- The Talent Development team **builds adult learners' capacity to advance the achievement** of all ACPS students and **close achievement gaps** through professional learning opportunities.

Goals

- Educators **learn new knowledge and skills** through participation in high quality professional development.
- Educators **apply what they learn** to improve teaching and learning as well as leadership skills.
- Student **learning and achievement increase** as a result of educators' application of professional development **skills, strategies, and processes.**

Ongoing Work in Talent Development

Teacher Development Opportunities

- New Teacher Orientation
- Division-Wide Professional Learning Days
- Mentoring and Induction Support for New Teachers
- Content Learning Academies

Professional Growth Opportunities

- Tuition Assistance for Professional Growth
- Administrator and Leadership Sessions
- Enhanced Professional Learning Communities
- Mursion Simulations

Data Outcomes

- Sustained Implementation of Professional Learning Management System (PLMS)
- Professional Learning Website Data Analysis
- End-of-Workshop Evaluation Questionnaires



Celebrations

March 10th Professional Learning Day

- **Over 100 sessions** offered throughout the day
- **Over 2,500** teachers and administrators registered for a session
- **64% of survey responses** report they agree or strongly agree that they will implement what was learned
- **80% of survey responses** report that the session was relevant to their work

2017 – 2018 Priority Focus Areas

ACPS Comprehensive Professional Learning Plan

Professional Learning Communities

Instructional Rounds

Grow a Teacher

Instructional Coaching

Growth Opportunities for Paraprofessionals

School Education Plan Development (SEPs)

Leadership Development

Multi-Tiered System of Support (MTSS)



“Frankly, it is the best PD I have ever taken”

Mursion

“This was a valuable and insightful PD. It is relevant to all teachers, no matter how many years of experience they have.”

Mursion is a virtual environment that creates authentic opportunities to engage in meaningful practice of skills.

– ACPS has used Mursion for a variety of learning experiences:

- Classroom management for teachers
- Coaching skills for administrators and teacher leaders
- Advocacy skills for parents of students with disabilities
- Social skills for students with autism

“This was an awesome experience!”

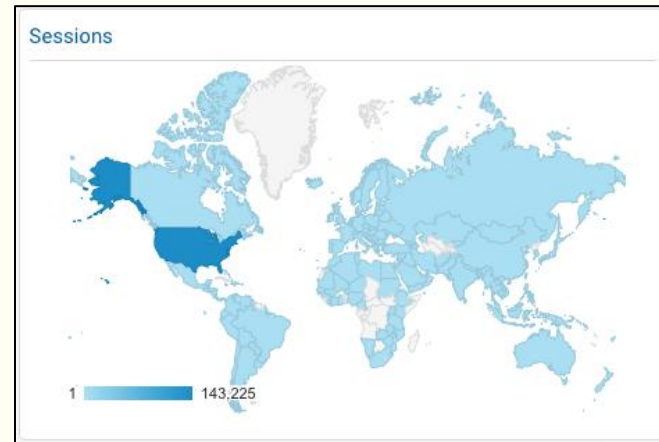
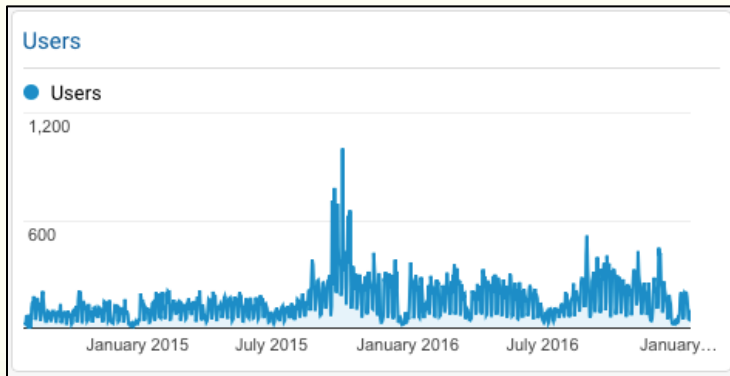
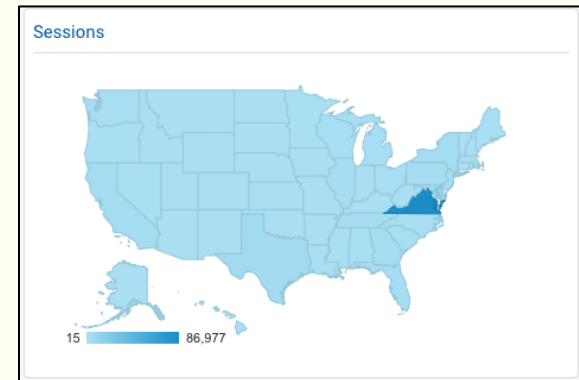


Professional Learning Website

The screenshot shows the ACPS Professional Learning website. At the top, there is a navigation bar with links: AVAILABLE PROFESSIONAL LEARNING, PL PROGRAMS, PL MANAGER (PLMS), MENTOR PROGRAM, and NEW TEACHERS. Below this is the main header with the ACPS logo and the text 'PROFESSIONAL LEARNING' in large letters, with 'STUDENT FOCUSED' and 'TEACHER DRIVEN' in smaller text to the right. A secondary navigation bar contains links for ACPS CLASSROOMS IN FOCUS, COACH'S CUTS, HOW-TO VIDEOS, and VIRTUAL LIBRARY. The main content area features a section titled 'PROFESSIONAL LEARNING ON DEMAND' with a large video player showing 'ACPS Classrooms In Focus'. Below the video are three buttons: 'CLASSROOMS IN FOCUS' (highlighted in red), 'COACH'S CUTS', and 'HOW-TO VIDEOS'. To the right of the video player is a search bar labeled 'Search this website _'. Below the search bar is a subscription section titled 'SUBSCRIBE FOR UPDATES & ANNOUNCEMENTS' with an 'Email *' field and a 'SUBSCRIBE!' button. Underneath is an 'ANNOUNCEMENTS' section with the heading 'Coming Soon: New Classrooms in Focus Video' and a paragraph: 'We are proud to announce a new ACPS Classrooms in Focus video coming to the'. At the bottom of the page, there are two sections: 'VIRTUAL LIBRARY BOOK CLUB' and 'FEATURED VIDEO'.

Professional Learning Website Data

Google Analytics January, 2017



Transferring New Ideas to Practice



Developing strategies for conducting ongoing assessment and evaluation



Exploring tools to ensure full implementation of our comprehensive professional learning system



Monitoring the implementation components of a comprehensive professional learning system

Questions and Discussion



“Education is not preparation for life; education is life itself.” ~John Dewey

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