Professional Learning
It's The Standard

Planning, Implementing, and Measuring Impact

MISSISSIPPI
DEPARTMENT OF
EDUCATION

Ensuring a bright future for every child

Dr. Sebrina Palmer, Director
Professional Development and State Schools

Mississippi Department of Education

VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce and to flourish as parents and citizens

MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

State Board of Education Goals
FIVE-YEAR STRATEGIC PLAN FOR 2016-2020

1 All Students Proficient and Showing Growth in All Assessed Areas

2 Every Student Graduates from High School and is Ready for College and Career

3 Every Child Has Access to a High-Quality Early Childhood Program

4 Every School Has Effective Teachers and Leaders

5 Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes

6 Every School and District is Rated "C" or Higher

MISSISSIPPI DEPARTMENT OF EDUCATION
Ensuring a bright future for every child

4

1

All Students Proficient and Showing Growth in All Assessed Areas

2

Every Student Graduates from High School and is Ready for College and Career

3

Every Child Has Access to a High-Quality Early Childhood Program

Every School Has Effective Teachers and Leaders

5

Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes

6

Every School and District is Rated "C" or Higher

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Work Session Norms

- Silence your cell phones

- Be an active participant

- Do not hesitate to ask questions

Participation Signals

Report Out

Individual Work

Group Work / Teamwork

The Strength of Our Team

7

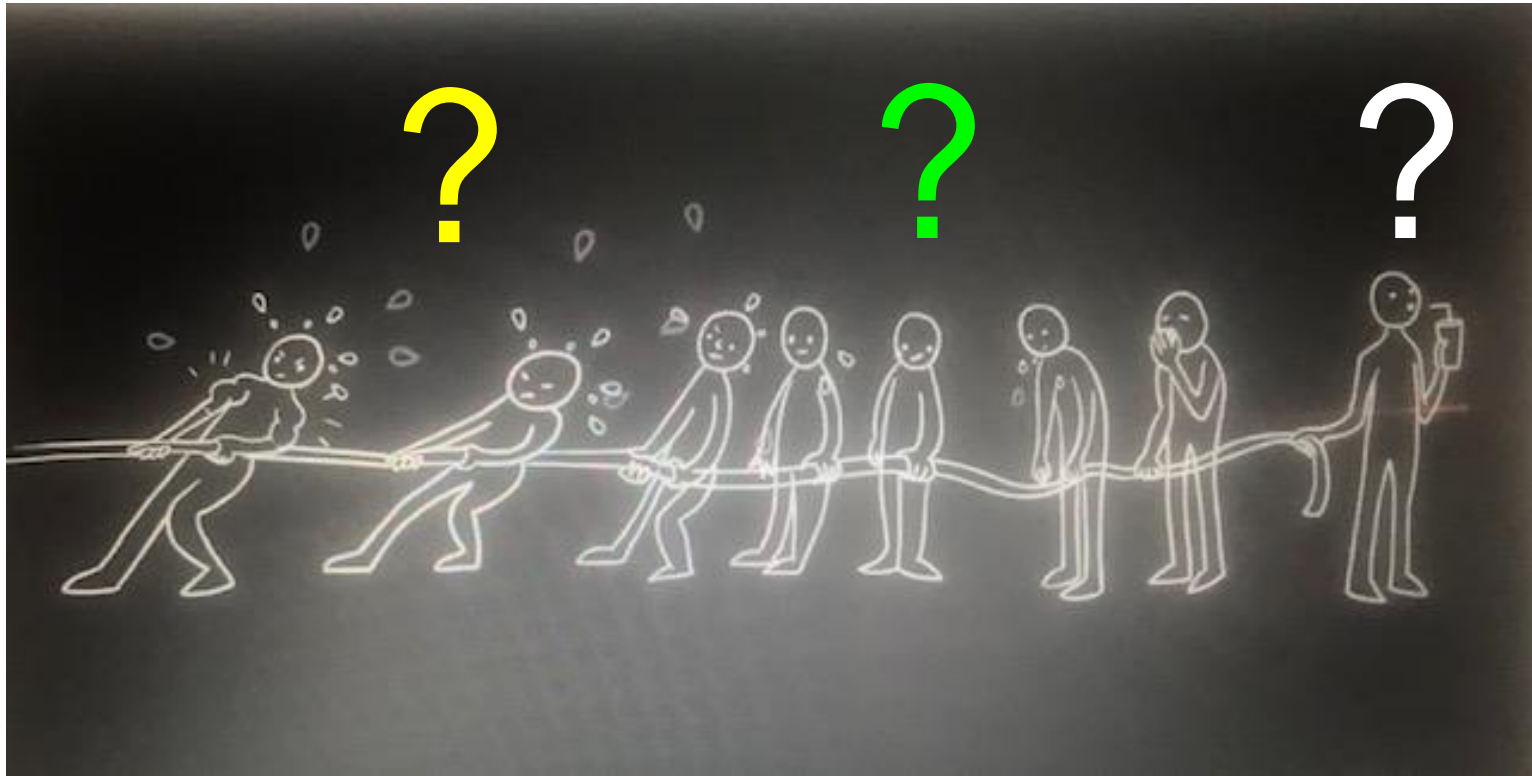# **Question...**

Is our team clear for take off ?
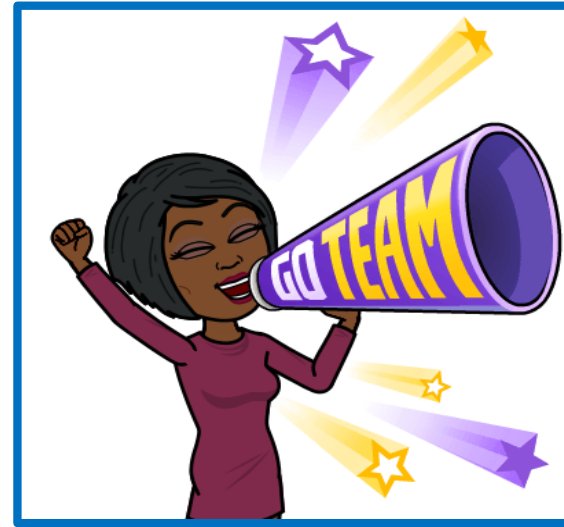
What's the STRENGTH of Your Team?

1. Read the article *Leadership Teams Set the Course for School Improvement*.

2. Identify one sentence within the article that strikes you as significant. Write the sentence on your work mat.

Talk with your team about the sentence you selected and its significance?

Let's hear from YOUR team ...

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

HIGH Impact

Professional Learning

"School improvement is based on changing school and classroom practice, and changing practice is based on learning the new practice".

Change is learning and learning produces change.

Hirsh and Hord

Professional Learning Must Be…

- Sustained

- Intensive

- Collaborative

- Job-embedded
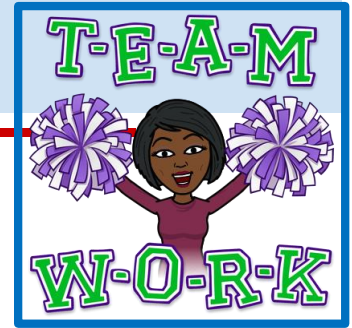
- Data-Driven

- Classroom focused

Standards for Professional Learning

1. Learning Communities
2. Leadership
3. Resources
4. Data
5. Learning Designs
6. Implementation
7. Outcomes

Let's Dig a Little Deeper

- First, count off 1-7

- https://learningforward.org/standards

- With your group, review the article that gives an overview of your assigned Professional Learning Standard

- Using your work mat, record 3-5 key points that resonate with your group.

- Be prepared to share out.

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Advocate for Professional Learning

Clearly articulate the link between professional learning and student learning.

Deepen learning practices of the community

- Peer observations

- Action research

- Analysis of student work

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Teacher Growth Rubric

DOMAIN IV: PROFESSIONAL RESPONSIBILITIES

Teachers engage with the professional community both within the school and beyond, demonstrate a commitment to ongoing learning, collaborate productively with colleagues and contribute to the life of the school.

8. The teacher engages in professional learning.

Teacher Growth Rubric

8. ENGAGES IN PROFESSIONAL LEARNING

Teacher:

- Proactively seeks out and participates in professional learning activities

- Fully integrates knowledge gained in professional learning communities, collaboration with peers and leadership, and focused professional development

- Strengthens teaching practice based on observer feedback and other types of performance data

- Shares new information and lessons learned with colleagues

- Serves as a critical friend for colleagues, both providing and seeking meaningful feedback on instruction

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Administrator Growth Rubric

"Builds the capacity of staff…"

Domain III: Staff Development

- Indicator 9:   Provides Actionable Feedback

- Indicator 10: Coaches and Implements learning structures

- Indicator 11: Provides leadership opportunities

- Indicator 12: Develops a highly effective leadership team

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Professional Learning Communities

Professional Learning Community comprises 3 words

Professional – WHO

- those in the school/district responsible and accountable for student success

Community – HOW

- the professionals will gather in a group or groups

Learning – WHY

- the purpose of gathering

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Professional Development Plans

- Step 1 – Needs Assessment

- Step 2 – Prioritization and Goal Setting

- Step 3 – Action Planning

- Step 4 – Implementation

- Step 5 – Monitoring, Reviewing and Revising

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Measuring Impact

Five Levels of Professional Learning Evaluation

1. Participants' Reaction

2. Participants' Learning

3. Organization Support and Change

4. Participants Use of New Knowledge and Skills

5. Student Learning Outcomes

Thomas R. Guskey

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright *future* for every child

Level 1: Participant's Reaction

Level 1:	Questions	Information Gathered	What is measured
Participants' Reaction	Did they like it? Was their time well spent? Was the leader knowledgeable? Was the room the right temperature? Were the chairs comfortable?	Questionnaire Survey	Initial satisfaction with the experience.

MISSISSIPPI DEPARTMENT OF EDUCATION
Ensuring a bright future for every child

Level 2: Participant's Learning

Level 2:	Question	Information Gathered	What is measured
Participants' Learning	Did participants acquire the intended knowledge and skills?	Simulations Demonstrations Participants reflections Participants portfolios	New knowledge and skills of participants

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Level 3: Organization Support / Change

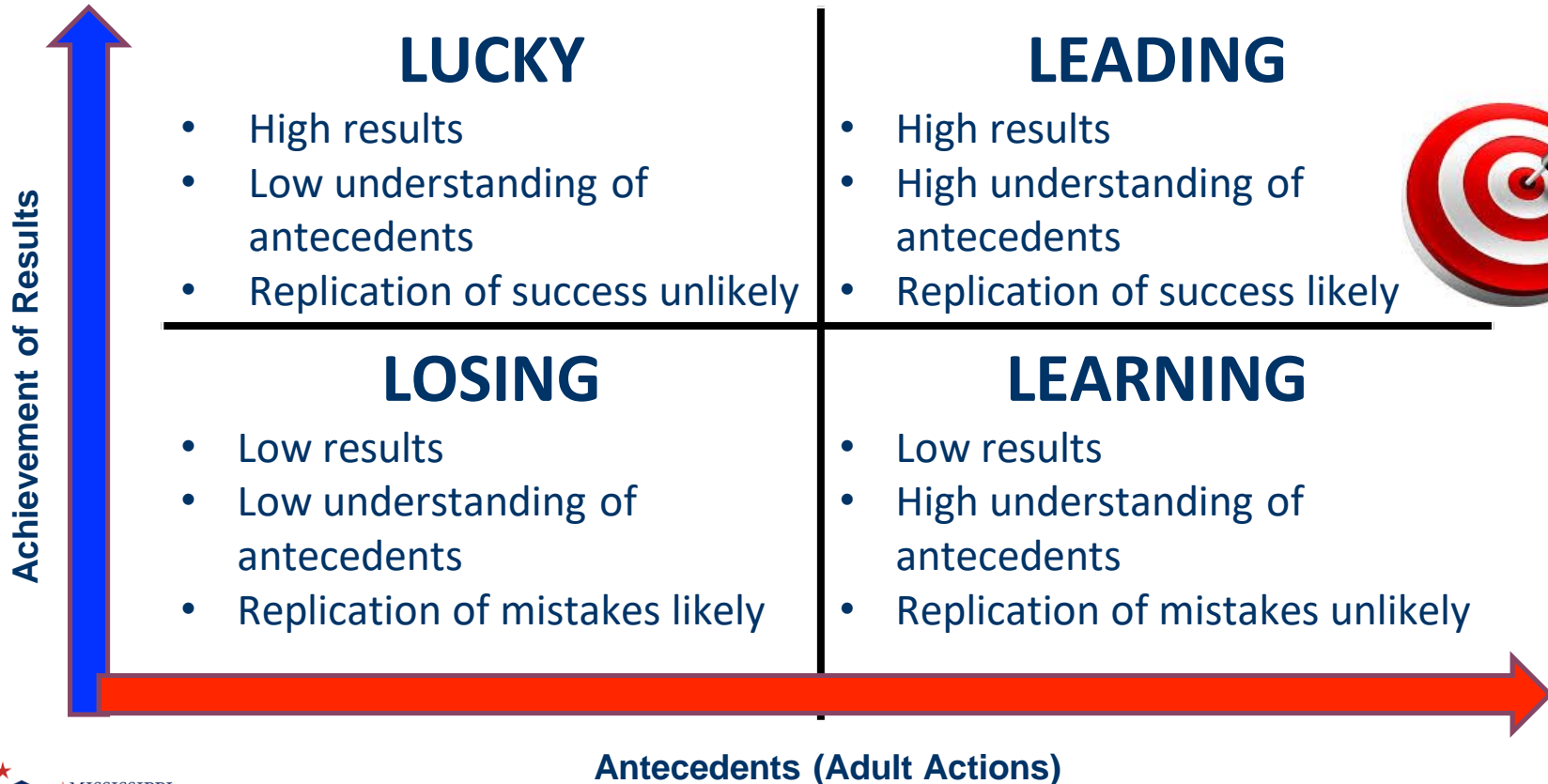| Level 3:	Questions	Information Gathered	What is measured
Organization Support and Change	Was implementation advocated, facilitated, and supported? Was the support public? Were problems addressed quickly? Were sufficient resources available (e.g. time for reflection)? Were successes recognized and shared? Did it affect the organizations culture and climate?	District and school records Minutes from follow-up meetings Questionnaires Structured interviews with participants and district or school administrators Participant portfolios	The organization's advocacy, support, accommodation, facilitation, and recognition

Level 4: Participants Use of New Skills

Level 4:	Question	Information Gathered	What is measured
Participants' Use of New Knowledge and Skills	Did participants effectively apply the new knowledge and skills? Did the new knowledge make a difference in their professional practice?	Questionnaires Structured interviews with participants and their supervisors Participant reflections Participant portfolios Direct observations Video or audio tapes	Degree and quality of implementation

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Level 5: Student Learning Outcomes

Level 5:	Questions	Information Gathered	What is measured
Student Learning Outcomes	What was the impact on students? Did it affect student performance or achievement? Did it influence students' physical or emotional well-being? Is student attendance improving; discipline infractions decreasing; etc.	Student records School records Questionnaires Structured interviews with students, parents, teachers, and/or administrators Participant portfolios	Student learning outcomes Performance / Achievement Attitudes Skills Behaviors

What's the **IMPACT** of Professional Learning?

Achievement of Results →

LUCKY
- High results
- Low understanding of antecedents
- Replication of success unlikely

LEADING
- High results
- High understanding of antecedents
- Replication of success likely

LOSING
- Low results
- Low understanding of antecedents
- Replication of mistakes likely

LEARNING
- Low results
- High understanding of antecedents
- Replication of mistakes unlikely

Antecedents (Adult Actions)

MISSISSIPPI DEPARTMENT OF EDUCATION
Ensuring a bright future for every child

30

Final Thoughts from The Team…

What squares with your beliefs about Professional Learning?

What's still rolling around in your head about Professional Learning?

What should we consider changing to have more impact?

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright *future* for every child

Questions / Comments / Remarks

We Appreciate Your Feedback

https://www.surveymonkey.com/r/GFCKS5S

MISSISSIPPI
DEPARTMENT OF
EDUCATION
Ensuring a bright future for every child

Dr. Sebrina Palmer

State Director, Professional Learning
Spalmer@mdek12.org
(601) 359-2869