REDESIGNING PROFESSIONAL DEVELOPMENT MATTERS

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Webinar Instructions

Logistics

• Access the audio for today’s webinar via either your computer or phone.
Webinar Instructions

Participation

• We have allotted time for **Q&A**, but you can submit questions at any time.

• Please use the to submit questions. In the **chat window** dropdown menu, select ‘**All Panelists**’ and then type your question in the chat box.
Districts seek to support empowered and effective teachers with quality professional development tailored to their needs.

Teachers deserve multi-modal, personalized development opportunities that support their growth and accelerate their professional learning.

Neither districts or teachers report satisfaction at the current PD system’s return on investment of time, money, and talent.
Simple theory of change ...

If teaching improves, student learning will improve
AASA is providing technical assistance to four urban/county districts to assess their current systems and devise innovative plans for Redesigned PD.

AASA works with partners such as Learning Forward and Digital Promise to provide the latest best practices and resources for PD.
5 KEYS
1. Collaborative Time
2. Coherent & Aligned PD Curricula
3. Feedback Systems
4. School and Teacher Leaders as Models
5. Measuring Quality & Impact
Design Framework: myPD

Underlying principles that guided our design and influence our work...

What? - Systems Map

How? - Design Thinking

Why? - Value Creation
#listenfirstdesignsecond

**Empathy**
Learning about the audience for whom you are designing

**Define**
Redefining and focusing your question based on your insights from the empathy stage.

**Ideate**
Brainstorming and coming up with creative solutions.

**Prototype**
Building a representation of one or more of your ideas to show to others.

**Test**
Returning to your original user group and testing your ideas for feedback.

Source: http://younsgday.com/2013/10/02/thinking-of-design-101/design-thinking/#
“It is the work of districts to support the development and growth of great teachers not by accident, but by DESIGN.” - Fisher and Frey

360° PD Profile
+ Personalized PD Plan
+ Multimodal Delivery
+ Timely Feedback

Empowered, Effective Educators
myPD Systems Map
A personalized, NOT individualized professional learning system.
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myPD Systems Map
myPeDagogy: The Art and Science of Personalized Professional Development
Long Beach Unified School District

Step 2 - Create Personalized PD Plan
Specialized Tier
(Extended Learning)
Concentrations Tier

Step 3
Deliver Multi-Modal PD

- Face to Face
- Communities of Practice
- High Quality Digital Content & Tools

Step 1
Create PD Profile
- PD Needs
- Gap Analysis

Teaching & Learning Framework
- Administrative feedback
- Student data
- Teacher input/ownership

Step 4
Feedback on Implementation
- Peer observation/critical friends
- Coaching feedback/observation
- Administrative feedback
- Cooperative inquiry
- Self-evaluation/E-Portfolio
- Student data
myPD Systems Map

A personalized, NOT individualized professional learning system.

Step 4
Feedback on Implementation
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myPD Systems Map

A personalized, NOT individualized professional learning system.
myPD “Next Practice”
(Deeper Learning around Key 5)

myPD Measuring Impact Logic Model

**Inputs**
- **What we invest**
  - Staff
  - Time
  - Funding for Training
  - Research
  - Materials
  - Technology

- **What we do**
  - Conduct Trainings
  - Develop Data Dashboard
  - Analyze Training Plan Heat Map
  - Generate Site Data Report
  - Convene “Data Chats” Follow Up

- **Who we reach**
  - myPD Leadership Team
  - myPD Trainers (Coaches)
  - myPD Site Experts
  - District Staff (TRC)
  - LBUSD Teachers

**Outputs**
- **Activities**
- **Participation**

**Outcomes - Impact**
- **Short Term**
  - What the short term results are
  - Learn the myPD System
  - Value Creation
  - Motivation to explore the myPD system
  - Feeling empowered and effective

- **Mid Term**
  - What the medium term results are
  - Use the myPD System to self-assess against common T&L Framework, explore aligned Learning Opps, Create Goals and Action Plans, and Reflect on Impact
  - Refine skill in navigating the system to meet personalized PD needs

- **Long Term**
  - What the long term results are
  - 80% of teachers complete and document a PD Cycle within myPD
  - 50% of teachers report more time spent on HQ PD
  - myPD integrated into personal, school, and district PD cycles K-12

**LBUSD Guskey Protocol**

Given a well-calibrated, needs-driven professional development system aligned to district priorities, teachers will engage in a learning cycle that uses formative assessment to become more capable, thoughtful, and responsive to student needs.
myPD Blog

http://mypd.blogspot.com