Apply What You Know: Designing Effective Professional Development

PREPARED BY PUBLIC IMPACT FOR RICHLAND COUNTY SCHOOL DISTRICT ONE
Objectives of Session

Participants in this session will:

- Review a step-by-step approach to implementing effective professional development
- Have an opportunity to apply their understanding by designing a professional development program
Managing Professional Development

Mission

- Select PD Goals for Teacher Learning
- Select PD Activities to Meet Goals
- Implement PD Activities
- Evaluate Impact
- Modify PD Plan Accordingly
- Analyze Student Data
- Select District Goals for Student Learning
Managing Professional Development

Mission

Analyze Student Data

Select PD Goals for Teacher Learning

Select District Goals for Student Learning

Modify PD Plan Accordingly

Implement PD Activities

Select PD Activities to Meet Goals

Evaluate Impact
What is the mission of your organization?

“Richland One will prepare every student to be a successful, contributing citizen in a global society by providing an effective and high quality education.”
Managing Professional Development

- Analyze Student Data
  - Modify PD Plan Accordingly
  - Evaluate Impact
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Mission

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Analyze Student Data

Where can you find student learning data?

- State report card
- School report card
- State and district test results (item analysis)
- Interim assessment results
- Teacher and principal surveys
- May need to generate additional reports
Analyze Student Data

What do you look for when examining student data?

- Areas of very low and high proficiency
- Areas where students are not making as much learning progress as they should be
- Significant gains or drops in student proficiency between grades
- Subgroups that are significantly underperforming
- Gender differences
Analyze Student Data

How do you determine why students are performing poorly or well?

- Talk to teachers
- Conduct classroom observations
- Review student work and classroom assignments
- Test item analysis
- Additional targeted assessments to identify specific learning challenges
## Mathematics Performance 2007

<table>
<thead>
<tr>
<th>Group</th>
<th>Enrollment</th>
<th>%Below Basic</th>
<th>% Basic</th>
<th>% Proficient</th>
<th>%Advanced</th>
<th>%Proficient &amp; Advanced (Adj)*</th>
<th>Performance Objective Met?</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1,989</td>
<td>10.8</td>
<td>32.4</td>
<td>24.0</td>
<td>32.8</td>
<td>68.8</td>
<td>Yes</td>
</tr>
<tr>
<td>African American</td>
<td>8,524</td>
<td>42.1</td>
<td>43.9</td>
<td>10.2</td>
<td>3.9</td>
<td>24.3</td>
<td>No</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>57</td>
<td>10.6</td>
<td>27.7</td>
<td>23.4</td>
<td>38.3</td>
<td>66.0</td>
<td>Yes</td>
</tr>
<tr>
<td>Hispanic</td>
<td>244</td>
<td>28.5</td>
<td>42.1</td>
<td>17.8</td>
<td>11.7</td>
<td>38.3</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Example: Significant drop in math proficiency between 4th and 5th grade.

Performance Objective Met?

<table>
<thead>
<tr>
<th>Grade</th>
<th>% Proficient &amp; Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>20.1</td>
</tr>
<tr>
<td>4</td>
<td>30.2</td>
</tr>
<tr>
<td>5</td>
<td>21.4</td>
</tr>
<tr>
<td>6</td>
<td>27.7</td>
</tr>
<tr>
<td>7</td>
<td>23.6</td>
</tr>
<tr>
<td>8</td>
<td>13.8</td>
</tr>
</tbody>
</table>

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Analyze Student Data

Why did this drop occur?

- What math skills are taught in 5th grade?
- Which skills did students struggle with the most? (test item analysis)
- Do math teachers have insufficient content knowledge in these areas, or do they lack sufficient pedagogical knowledge to convey content successfully?
- Which specific teachers have particular knowledge and skill gaps? Which teachers successfully taught these skills?
- Are broader issues in the school preventing teachers from applying their knowledge?
Select District Goals for Student Learning Improvement

What are your specific learning goals for students?

- Write SMART goal statements
  - Specific
  - Measurable
  - Achievable
  - Relevant
  - Time Sensitive
Select District Goals for Student Learning Improvement

Example

At the end of the third quarter of fifth grade, 75% of all students will pass an end-of-unit test on fractions.
Select PD Goals for Teacher Learning

What are your specific learning goals for teachers?

- Write SMART goal statements
  - **Specific**
  - **Measurable**
  - **Achievable**
  - **Relevant**
  - **Time Sensitive**
At the end of the spring semester, all fifth grade teachers will demonstrate an improved ability to teach fractions as measured by their implementation of new instructional strategies and improved student learning.
Managing Professional Development

Mission

Analyze Student Data

Select District Goals for Student Learning

Select PD Goals for Teacher Learning

Modify PD Plan Accordingly

Evaluate Impact

Implement PD Activities

Select PD Activities to Meet Goals
Step 4: Select PD Activities to Meet Goals

How do you determine what activities will best meet teacher’s learning needs?

- Review research on effective PD
- Familiarize yourself with National Staff Development Council standards
- Consider available resources (e.g., time, money, access to appropriate materials)
- Consider range of possible PD activities and match with needs of learners
- Other ideas?

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Select PD Activities to Meet Goals

Example

In the fall, before teachers begin the fractions unit, 5th grade math teachers at each school will meet twice a month to discuss and share new curriculum materials related to fractions and design joint interim assessments to measure student progress. They will have ongoing assistance of a math instructional coach.

In the spring, teachers will observe each other teaching and meet once a week during the fractions unit to review student work and discuss ways to improve student performance.
Managing Professional Development

Mission

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- Select PD Activities to Meet Goals

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How will the district support and monitor PD implementation?

- Work with principals to make sure teachers have time for activities
- Provide teachers with resources they need (e.g., research articles, video clips, instructional coaches, opportunities to observe master teachers)
- Provide PD process expertise
Implement PD Activities

Example

In the summer, meet with principals to review schedules to make sure fifth grade teachers have common planning time to meet.

Provide lead teachers and/or principals with curriculum materials and the assistance of an instructional coach to guide implementation.
Managing Professional Development

Mission

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6. Evaluate Impact
7. Modify PD Plan Accordingly

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Evaluate Impact

What was the impact of your professional development activity?

- Develop an evaluation plan that addresses what to measure, who will measure, and when to measure.
- Evaluation should be frequent and ongoing as well as summative.
## Evaluate Impact

### Sample Evaluation Plan

<table>
<thead>
<tr>
<th>PD Goal</th>
<th>Activity</th>
<th>Measures</th>
<th>Data Source</th>
<th>Who will develop Report?</th>
<th>When</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Example:</strong> Improve the instruction of fractions in 5th grade</td>
<td>Department study groups and examination of student work</td>
<td>1) % of students meeting objectives 2) Staff knowledge</td>
<td>1) Student test scores on end of unit assessment 2) Teacher survey, self-evaluation</td>
<td>Team leader; principal</td>
<td>1) Mid spring 2) Mid unit and 2 weeks following end of unit assessment</td>
</tr>
</tbody>
</table>
Managing Professional Development

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Mission
Modify Plan Accordingly

What was the impact of the PD activity? How will this change your goal?

- If the activity fails to achieve its desired result, what will you do?
- If the activity achieves its desired result, what will you do next?
Modify Plan Accordingly

Professional development is an ongoing process

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Applying What You Know

**Student Learning Goal:** Improve third grade reading proficiency of low-income students, a subgroup that has overall proficiency rate of 26% (compared to non-low-income students who score at 45%).

**Resources:** Third grade teachers have common planning time once a day. District has hired four literacy coaches.

**In small groups:**
1. Select PD goal for teacher learning
2. Select activities to meet PD goal
Reflecting on What You Know

- What are barriers to doing this kind of PD planning and implementation in your current system?

- Are there parts of this process that you are already doing, or that would be easy to do?
Additional PD Resources

Links to research summaries and how-to guidance:

- Professional Learning in the Learning Profession

- Learning from the Best: A Toolkit for Schools and Districts Based on Model Professional Development Award Winners
  [http://www.learningpt.org/pdfs/pd/lftb.pdf](http://www.learningpt.org/pdfs/pd/lftb.pdf)

- Reviewing the Evidence On How Teacher Professional Development Affects Student Achievement
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