

# Supporting Effective Teacher and Leader Development

*How Investments in Professional Development  
Can Make a Difference*

*Join the conversation*  
**#InvestInEducators**



# Moderator



## Maria E. Hyler

---

*Deputy Director, Washington DC  
office and Senior Researcher*

---

Learning Policy Institute

Join the conversation:  
**#InvestInEducators**

# Presenter



**Madelyn Gardner**

---

*Research and Policy Associate*

---

Learning Policy Institute

Join the conversation:  
**#InvestInEducators**

# An Active Conversation

**What Would Trump's Proposed Cut to Teacher Funding Mean for Schools?**

**Why Spend Billions on Professional Development for Teachers?**

**Federal support for teacher training to continue, but next year's funding in doubt**

**What Kinds of Professional Development Are Teachers Doing?**

**An investment in teacher training would pay off for California: Guest commentary**

**What Are the Best Strategies for Effective Teacher Professional Development?**

Join the conversation:  
**#InvestInEducators**



# Effective Teacher Professional Development

*Join the conversation:*  
**#InvestInEducators**



# A Paradigm Change for Teacher PD

## **FROM:**

**Sit and get**

**Drive-by**

**One size fits all**

**Disconnected from  
teachers' classroom and  
students**

## **TO:**

**Content focus**

**Active learning**

**Collaboration**

**Models & modeling**

**Coaching**

**Feedback & reflection**

**Sustained duration**



Join the conversation:  
**#InvestInEducators**

# Challenges to Effective PD

## School level

- Inadequate resources
- No opportunity for implementation
- School culture

## System level

- Lack of shared vision for high-quality instruction
- Poor alignment between state and local policies
- Inability to track and assess PD quality

# Policy Implications (cont'd)

- **Leverage ESSA school improvement initiatives**
- **Provide technology-facilitated learning and coaching**
- **Offer funding and education units for active learning and coaching**





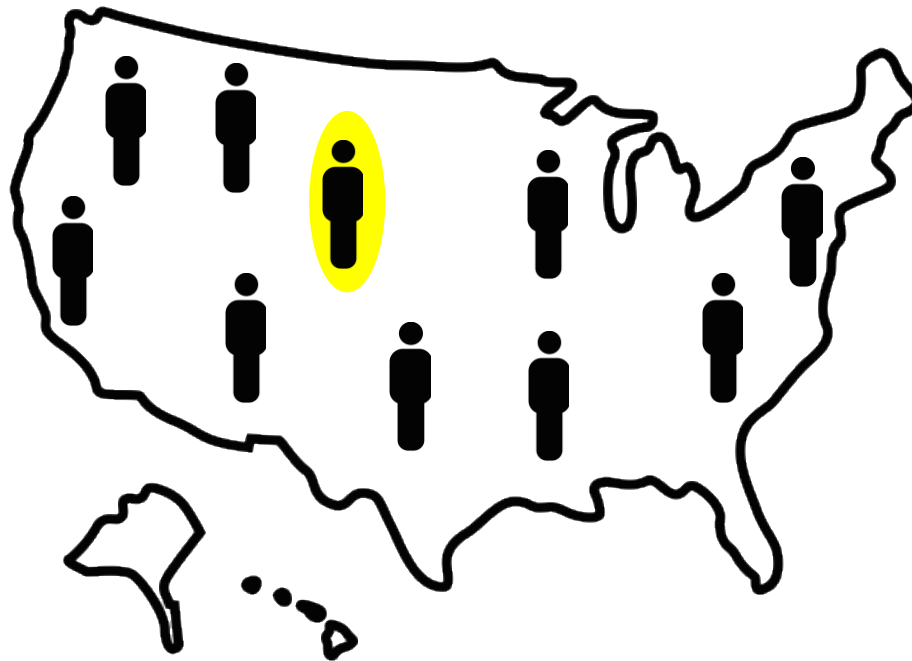


# Supporting Principals' Learning: Key Features of Effective Programs

Join the conversation:  
**#InvestInEducators**

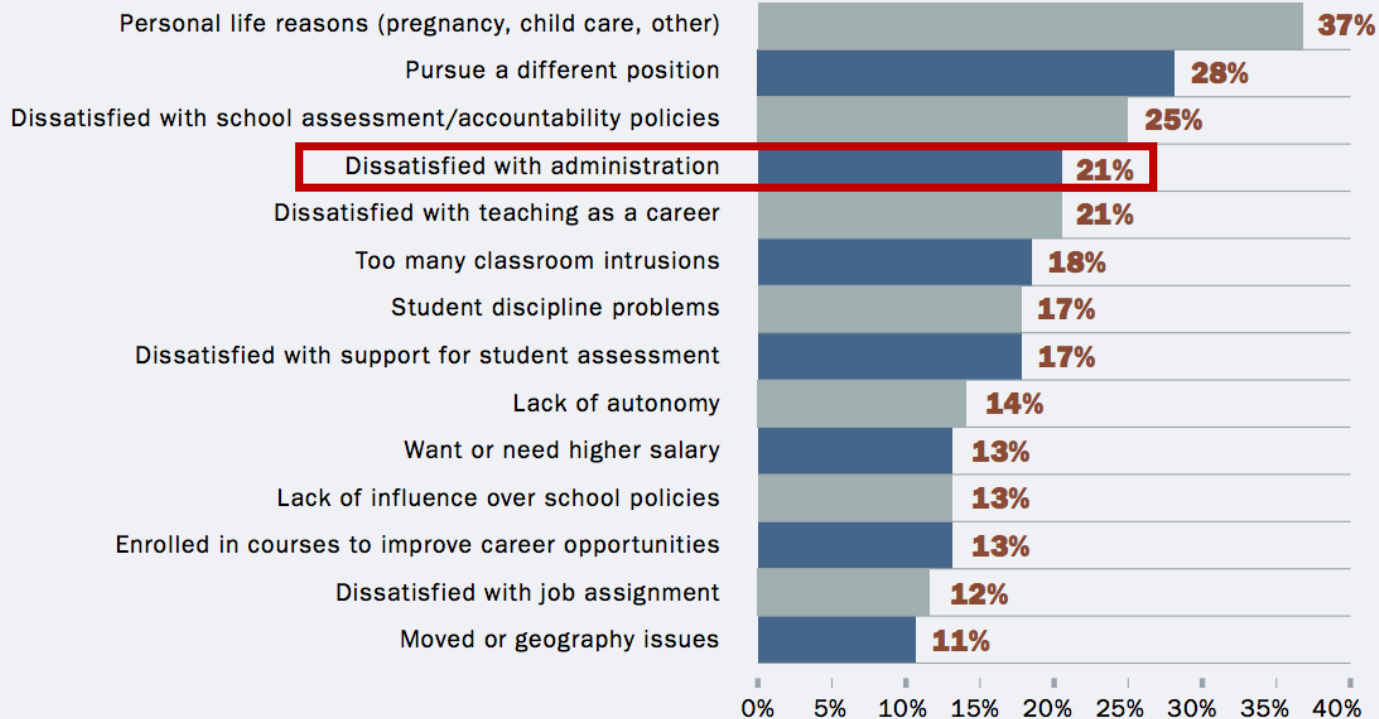
# Principal Stability Matters

Principal Retention → Increased Student Achievement



US: 1 in 10 principals want to leave

# Principals can improve teacher retention



The percentage of voluntary leavers who rated the factor as extremely or very important in their decision to leave. Percentages do not add to 100 because teachers can select multiple factors.

Source: LPI analysis of the Teacher Follow-up Survey (TFS), 2013, from the Schools and Staffing Surveys, National Center for Education Statistics.

# What are the practices of effective principals?

## Setting Direction



## Developing People



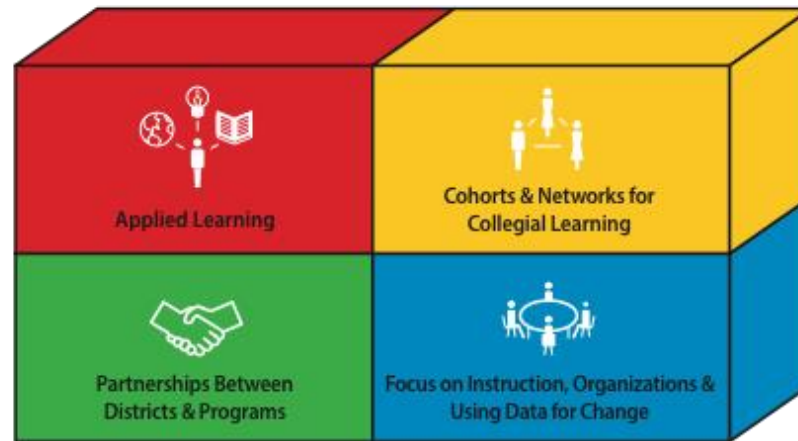
## Redesigning Organizations



## Leading Instruction



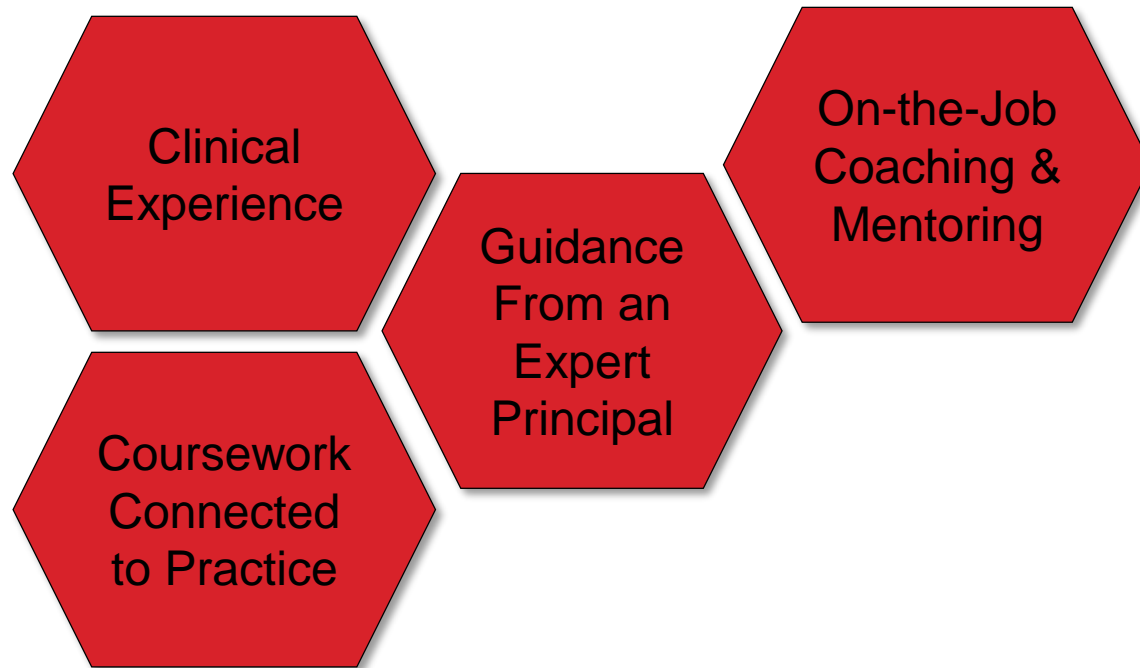
# Building Blocks of High-Quality Principal Preparation and Development Programs



Join the conversation:  
**#InvestInEducators**



# Principal Residencies and Internships



# Learning Policy Institute Resources



## Effective Teacher Professional Development

Linda Darling-Hammond, Maria E. Hyler, and Madelyn Gardner,  
with assistance from Danny Espinoza



JUNE 2017

## Report

[learningpolicyinstitute.org/product/  
teacher-prof-dev](https://learningpolicyinstitute.org/product/teacher-prof-dev)

## Sign up for updates

[bit.ly/LPIupdates](https://bit.ly/LPIupdates)

## Follow LPI on Twitter

@LPI\_Learning

## Contact:

[mhyler@learningpolicyinstitute.org](mailto:mhyler@learningpolicyinstitute.org)

[mgardner@learningpolicyinstitute.org](mailto:mgardner@learningpolicyinstitute.org)

*Join the conversation:*  
**#InvestInEducators**

# Learning Policy Institute Resources



## **Supporting Principals' Learning** *Key Features of Effective Programs*

Leib Sutchter, Anne Podolsky, and Danny Espinoza



FEBRUARY 2017

## **Report**

[learningpolicyinstitute.org/product/  
supporting-principals-learning](http://learningpolicyinstitute.org/product/supporting-principals-learning)

## **Sign up for updates**

[bit.ly/LPIupdates](http://bit.ly/LPIupdates)

## **Follow LPI on Twitter**

@LPI\_Learning

## **Contact:**

[lsutchter@learningpolicyinstitute.org](mailto:lsutchter@learningpolicyinstitute.org)  
[apodolsky@learningpolicyinstitute.org](mailto:apodolsky@learningpolicyinstitute.org)  
[despinoza@learningpolicyinstitute.org](mailto:despinoza@learningpolicyinstitute.org)

*Join the conversation:*  
**#InvestInEducators**

# Panel Discussion

*Join the conversation:*  
**#InvestInEducators**

# Panelists



**Dr. Cade Brumley**

---

*Superintendent*

---

DeSoto Parish School System,  
Louisiana

@cadebrumley

Join the conversation:  
**#InvestInEducators**



# Panelists



## Michelle Dickey

---

*Teacher*

---

District of Columbia Public Schools,  
Washington, D.C.

---

*Professional Development Trainer*

---

Washington Teachers Union

Join the conversation:  
**#InvestInEducators**

# Panelists



## Kas Nelson

---

*Elementary Lead-Learner*

---

Vici Elementary Schools,  
Vici, Oklahoma

---

*Zone 8 Director*

---

National Association of Elementary  
School Principals

@kasnelson

Join the conversation:  
**#InvestInEducators**

# Panel Discussion



**Moderator:**  
**Maria E. Hyler**

*Deputy Director,  
Washington DC office  
and Senior Researcher,  
Learning Policy Institute*



**Dr. Cade Brumley**

*Superintendent, DeSoto  
Parish School System,  
Louisiana*



**Michelle Dickey**

*Teacher, District of  
Columbia Public Schools,  
Washington, D.C.*

*Professional Development  
Trainer, Washington  
Teachers Union*



**Kasandra Nelson**

*Elementary  
Lead-Learner, Vici  
Elementary Schools,  
Vici, Oklahoma*

*Zone 8 Director,  
National Association of  
Elementary School  
Principals*

*Join the conversation:*  
**#InvestInEducators**

# Audience Q&A

*Join the conversation:*  
**#InvestInEducators**

# Audience Q&A

For more information or additional questions, please contact:



**Maria E. Hyler**

*Deputy Director, Washington DC office  
and Senior Researcher, Learning  
Policy Institute*

mhyler@learningpolicyinstitute.org  
202.798.5582



**Dr. Cade Brumley**

*Superintendent, DeSoto Parish School  
System, Louisiana*

cade.brumley@desotopsb.com  
@cadebrumley



**Michelle Dickey**

*Teacher, District of Columbia Public  
Schools, Washington, D.C.  
Professional Development Trainer,  
Washington Teachers Union*

misschelle202@gmail.com  
202-486-8943



**Kasandra Nelson**

*Elementary Lead-Learner, Vici  
Elementary Schools, Vici, Oklahoma  
Zone 8 Director, National Association  
of Elementary School Principals*

knelson@vicischools.k12.ok.us  
580-995-4251 ext. 105  
@kasnelson

Join the conversation:  
**#InvestInEducators**