RESEARCH PRESENTATION
Effective, Empowering Teacher Learning

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An Active Conversation

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

Why Spend Billions on Teacher Development for Teachers?

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

Federal support for teachers is great, but next year's funding continues to be in doubt. Continue,

What Kinds of Professional Development Are Teachers Doing?

What Are the Best Strategies for Effective Teacher Professional Development?
Why Professional Development Matters

- Supports student learning
- Promotes teacher retention

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What kind of professional development?

"Since we initiated regular staff development sessions, we've turned the school around 360 degrees."
This Study

Reviewed 35 studies that:

• Are methodologically rigorous
• Demonstrate positive link between teacher PD and student outcomes

Identified common features
A Paradigm Change

FROM:
Sit and get
Drive-by
One size fits all
Disconnected from teachers’ classroom and students

TO:
Content-focused
Active
Collaborative
Using models & modeling
Coaching
Feedback and reflection
Sustained over time

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Elements of Effective Professional Development
Content Focus

- Geography
- History
- Spelling
- Math
- English
- Music
- Science

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Active Learning

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Collaboration
Models of Effective Practice

- lesson plans
- unit plans
- sample student work
- observations of peer teachers
- video or written cases of teaching
Coaching and Expert Support

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Be Specific...

I'm gonna need more specific feedback on my formative assessments.

The power of feedback & reflection

Feedback and Reflection

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Sustained Duration
Instructional Leadership Corps

S. D. Bechtel, Jr. Foundation • Stuart Foundation • National Education Association • California Education Policy Fund • Community Education Fund, Silicon Valley Community Foundation

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Instructional Leadership Corps

Content focus
Models of effective practice
Coaching & expert support

Active learning
Collaboration
Feedback & reflection
Sustained duration
Four case studies

- East Side Alliance
- Conejo Valley USD
- Madera USD
- Fullerton-North Orange County

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My students are more engaged....They love basically the different strategies that I used from the [ILC workshops]. They are having more of a growth mindset when it comes to math. I know from previous years that they come into the classroom already saying “I can’t do math, it’s not my thing.” But once I’ve implemented so many different strategies and number talks and collaboration that we’ve learned they become more receptive. My students help one another, they’re collaborating, they’re working as a group. Two years ago, none of that was really happening within the classroom.”

—ILC teacher leader, East Side Mount Pleasant
Lessons Learned

1. Teachers value professional learning led by their colleagues.

2. ILC membership enhances teacher leaders’ professionalism and sense of efficacy.

3. Supportive structural arrangements foster instructional change.

4. Systematic follow-up contributes to implementation of instructional shifts.

5. Strategic relationships support deeper, more widespread professional learning.
Creating Conditions for Effective Professional Development
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

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Implications for Practice & Policy
Implications for Practice

- Plan for common obstacles
- Address specific needs of educators and learners
- Develop a comprehensive system of teaching and learning
State and District Policy Implications

- Adopt state standards for professional development
- Conduct needs assessments
- Redesign school schedules
- Develop expert teachers as mentors and coaches
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
Lessons From the Field

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Advancing Policies to Support Empowering Teacher Learning

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