

# 2019-20 Professional Learning



Board Update  
October 3, 2019

# Goals of Update

- ▷ Build broad understanding of 2019-20 professional learning strategies and actions (not exhaustive)
- ▷ Deepen understanding through focus on the September 20 PD Day



# LCAP Priorities guiding our work ...

## Strengthen Core Instructional & Support Services

- **High Quality Tier 1, First Instruction** ("Task Predicts Performance")
- **High Quality Tier 2 & 3 Academic Interventions** ("Task Predicts Performance")
- **Social Emotional Learning/responsive classroom strategies**  
("SEL/Responsive Practices Predict Engagement")
- **Student Wellness** ("Wellness Predicts Engagement")
- **Equity Focal Group: English Learners**
- **Equity Focal Group: Students with Disabilities**
- **High Quality Learning Facilities**

## Build Highly Effective Teams

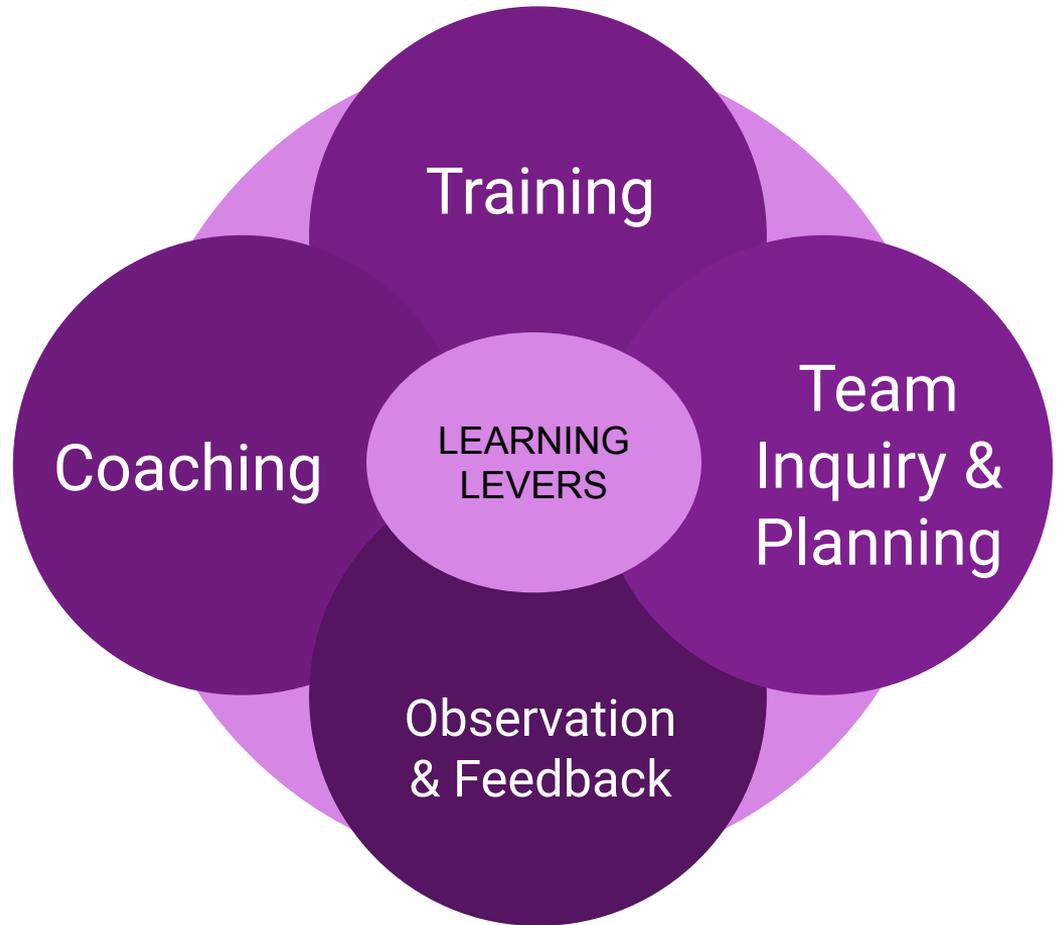
- **"Teams Predict Improvement": Site Leader Teams & Teacher Teams**
- **Leading High Quality Teams**

## Engage in Daring & Courageous Leadership/Teaching

- **Daring & Courageous Leadership/Teaching**
- **"Equity Predicts Acceleration"**



# Professional Learning “Levers”



# District & Site Leader Professional Learning



# PL Levers & Content (1)



## Site Leader Summer Institute Training & Team Inquiry

- ▶ Build Effective Teams
- ▶ SMFC **l**esson **s**tudy

## All Managers LTM Training & Team Inquiry (monthly)

- ▶ Dare to Lead

## Site Leaders Training & Team Inquiry (A3/S2 monthly)

- ▶ Strengthen Core Instruction & Supports, focused on English Learners;
- ▶ Build Effective Teams and SMFC **l**esson **s**tudy

# PL Levers & Content (2)



## New Administrators Training (monthly)

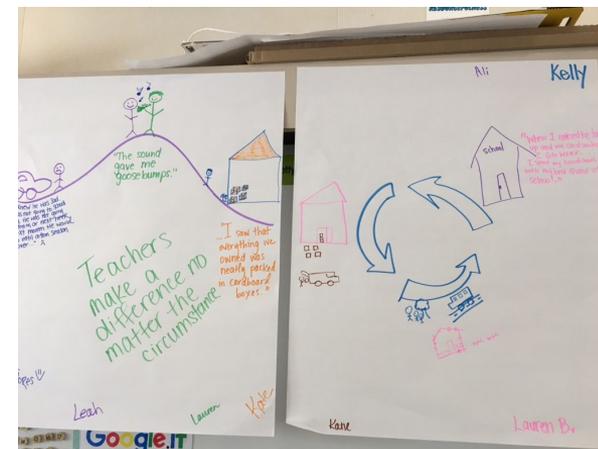
- ▷ Core operations (e.g., evaluation, assessment)

## Principal Teams (variously monthly)

- ▷ English Learners
- ▷ Abbott Math Project

## Coaching/Mentoring by Central Leads & Retired Principals

- ▷ Strengthen Core Instruction & Supports, focused on English Learners;
- ▷ Build Effective Teams and SMFC **l**esson **s**tudy
- ▷ Core operations



# Professional Learning on Teams

## WHY Teacher Teams

- ▶ [DuFour](#) ... [Fullan](#) ... [Marzano](#)

## HOW Lead Great Teacher Teams

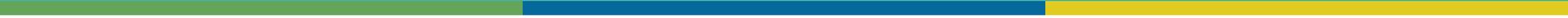
- ▶ SMFC **l**esson **s**tudy [Model](#)
- ▶ Focus on EL Essential Practices

## WHAT Teacher Teams

- ▶ [School Planning](#)



# Certificated Staff Professional Learning



# PL Levers & Content (1)



## Summer School Teacher Training & Co-teaching

- ▷ Restorative Practices
- ▷ Core instructional practices

## New Certificated Staff Summer Institute Training

- ▷ Positive Engaging Classrooms
- ▷ EL Signature Practices & the 3 Shifts
- ▷ Core Content for each role



## Reading Specialist/Language & Literacy Training & Team Inquiry (monthly, A3)

- ▷ Strengthen Core Instruction & Supports, focused on English Learners;
- ▷ Build Effective Teams and SMFC lesson study
- ▷ Reading Recovery

# PL Levers & Content (2)

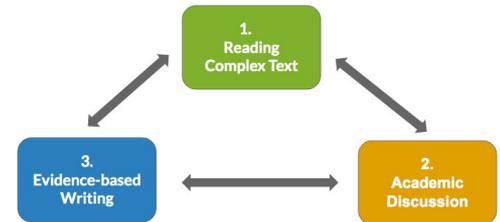


## New Teacher Mentoring

- ▷ CA Standards for the Teaching Profession (CSTPs)

## Teacher and Teacher Team Training & Coaching by Site Leaders, ToSAs, and Content Experts (Tuesdays, Data Meetings, etc.)

- ▷ Benchmark
- ▷ Mathematics core instruction (ELMI, Abbott Complex)
- ▷ Science curriculum adoptions
- ▷ English Learners core instruction & supports (e.g. partner schools)
- ▷ Students with Disabilities core instruction & supports
- ▷ SPSA Site Priorities: Integrated/Designated ELD; 3 Shifts; Wellness; ...



# PL Levers & Content (3)



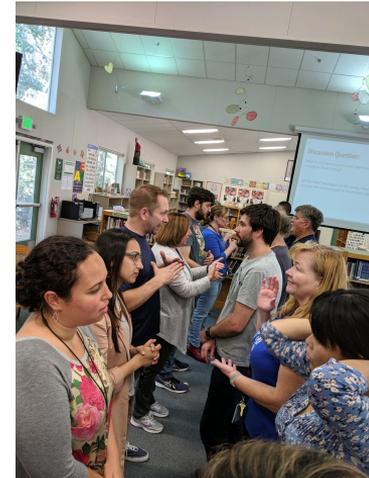
## Wednesday Teacher and Teacher Team Training (monthly)

- ▶ Strengthen Core Instruction & Supports ([ES Catalog](#); [MS Catalog](#))

## Professional Development Days (3 across the year)

- ▶ Strengthen Core Instruction & Supports
- ▶ Build Effective Teams

See following



# Classified Staff

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# PL Levers & Content



## Department/Program On-going Training

- ▷ Core Operations

## Admin Assistant/School Office Specialists Training (monthly)

## Professional Development Day on 9/20

- ▷ Strengthen Core Instruction & Supports
- ▷ Core operations

*See following*

# Deeper Look at September 20 PD Day

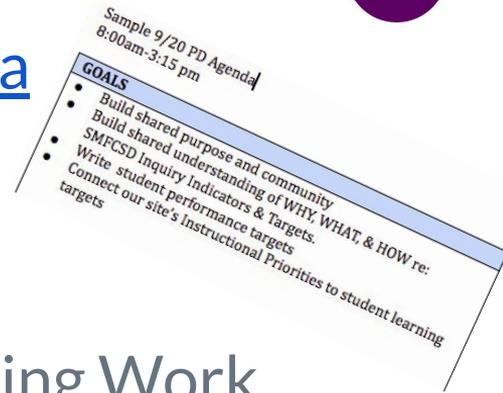
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# Site Based Learning



## District Guidance through a [Sample PD Agenda](#)

- ▶ Strengthen Language & Literacy Instruction & Supports
- ▶ Set Student Reading Targets
- ▶ Build Effective Teams; model SMFC lesson study



## Site Alignment with SPSA priorities and On-going Work

- ▶ [Elementary example agenda](#)
- ▶ [Middle School example agenda](#)



# Department/Program Training



- ▷ PE Teachers: PE ToSA training
- ▷ RSP teachers & Mild/Mod Special Ed Teachers: Benchmark training
- ▷ Mod/Severe Special Ed Teachers, Sped Preschool Teachers, School Psychs, Speech Language Pathologists, Motor Team (OT,PT, APE) & Special Ed Paras: Special Ed Leads training
- ▷ AAs & SOAs: Tech Services Google Drive and Aeries Training
- ▷ Librarians: Central training
- ▷ Annex staff: Central training
- ▷ Nutrition Services: Central training
- ▷ Custodians: Central training
- ▷ Preschool Staff: Central training





# 9/20 PD Day Certificated Staff Feedback



# Working in teams

## Certificated Staff Data

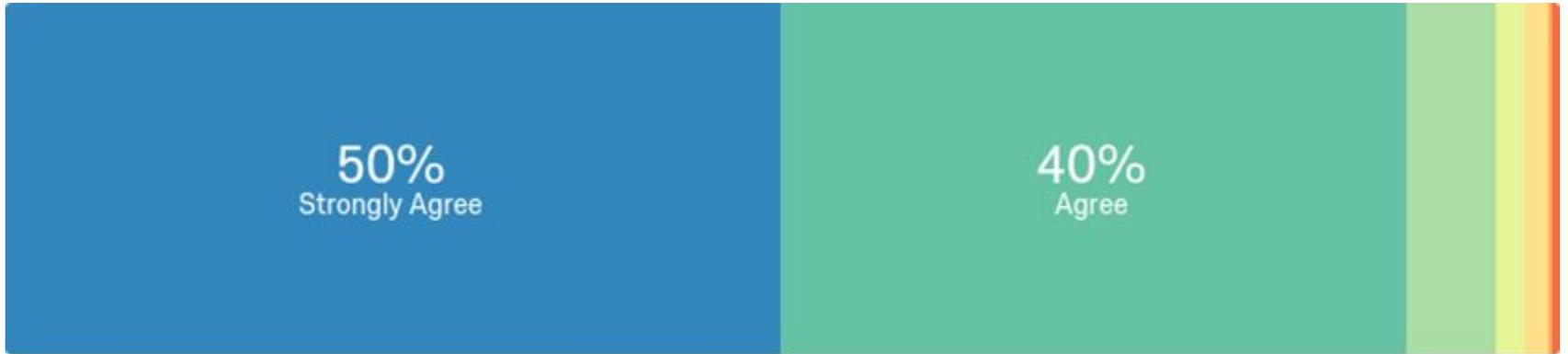


■ Strongly Agree (49%) ■ Agree (38%) ■ Somewhat agree (9%) ■ Neither agree nor disagree (2%)

■ Somewhat disagree (1%) ■ Disagree (1%) ■ Strongly disagree (1%)

# Outcomes and goals were met

## Certificated Staff Data



■ Strongly Agree (50%) ■ Agree (40%) ■ Somewhat agree (6%) ■ Neither agree nor disagree (2%)

■ Somewhat disagree (2%) ■ Disagree (0%) ■ Strongly disagree (1%)

# Immediate implementation of new learning

## Certificated Staff Data

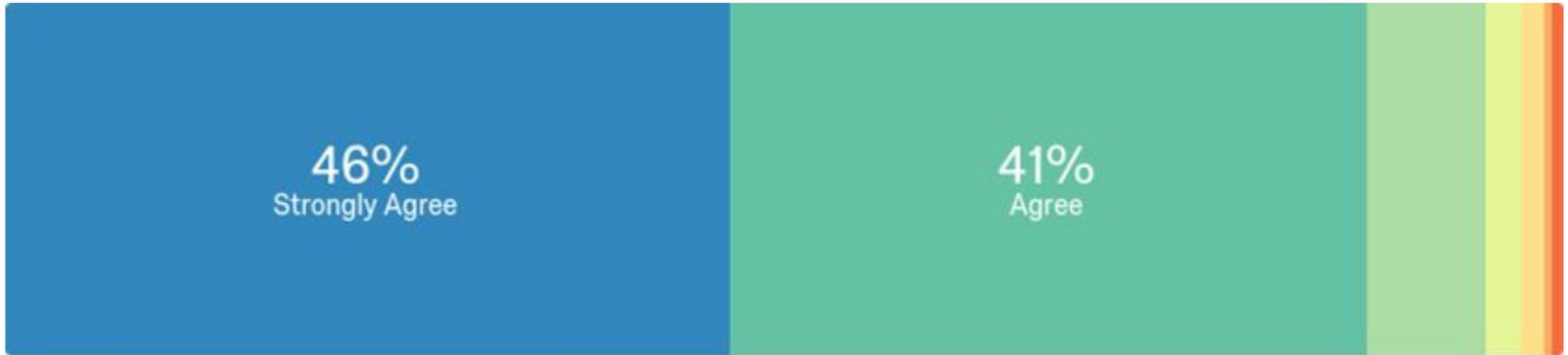


■ Strongly Agree (42%) ■ Agree (40%) ■ Somewhat agree (9%) ■ Neither agree nor disagree (4%)

■ Somewhat disagree (1%) ■ Disagree (1%) ■ Strongly disagree (1%)

# Aligns with ongoing work

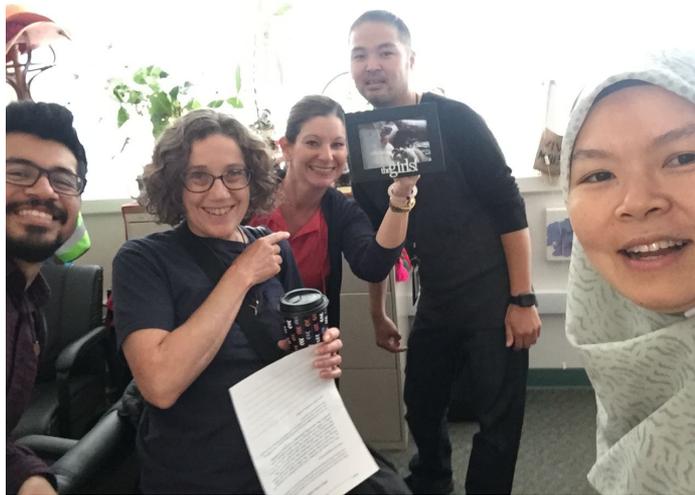
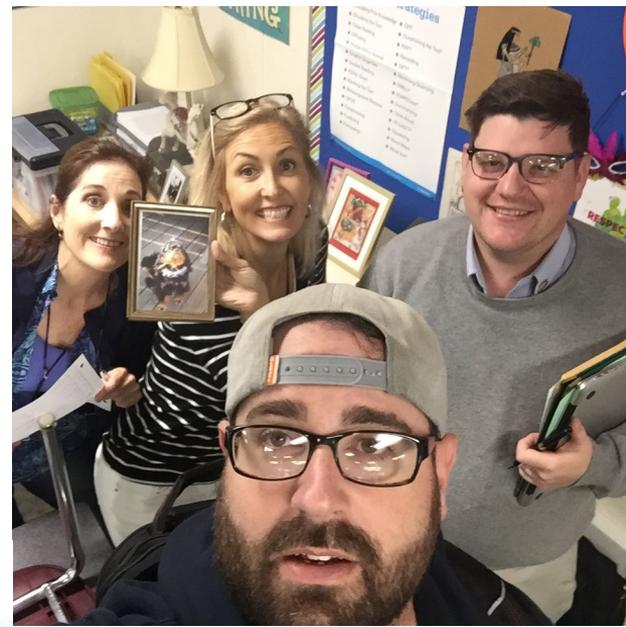
## Certificated Staff Data



■ Strongly Agree (46%) ■ Agree (41%) ■ Somewhat agree (8%) ■ Neither agree nor disagree (2%)

■ Somewhat disagree (2%) ■ Disagree (1%) ■ Strongly disagree (1%)





9/20 PD Day  
Classified Staff Feedback

# Working in teams

## Classified Staff Data

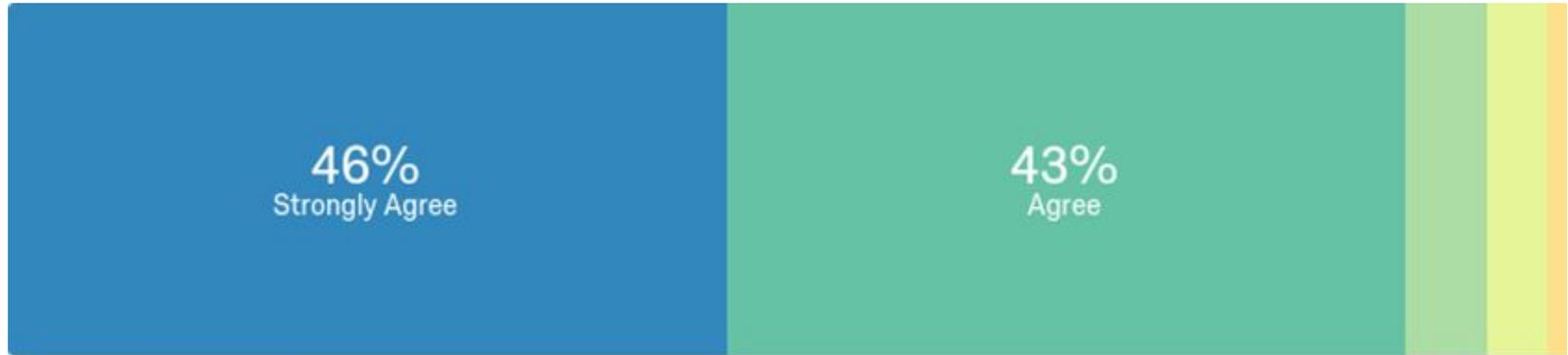


■ Strongly Agree (39%)   ■ Agree (41%)   ■ Somewhat agree (4%)   ■ Neither agree nor disagree (8%)

■ Somewhat disagree (3%)   ■ Disagree (3%)   ■ Strongly disagree (3%)

# Outcomes and goals were met

## Classified Staff Data

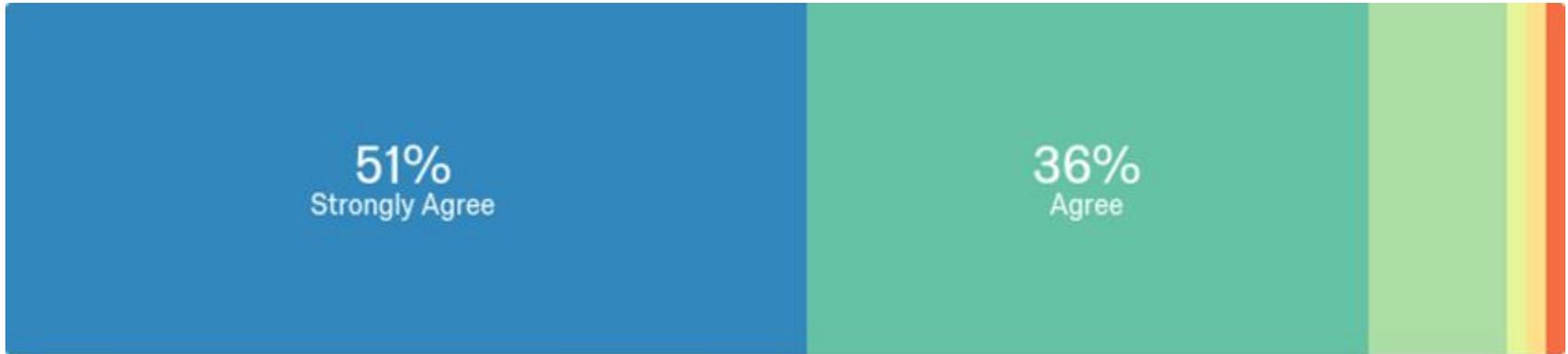


■ Strongly Agree (46%) ■ Agree (43%) ■ Somewhat agree (5%) ■ Neither agree nor disagree (4%)

■ Somewhat disagree (1%) ■ Disagree (0%) ■ Strongly disagree (0%)

# Immediate implementation of new learning

## Classified Staff Data

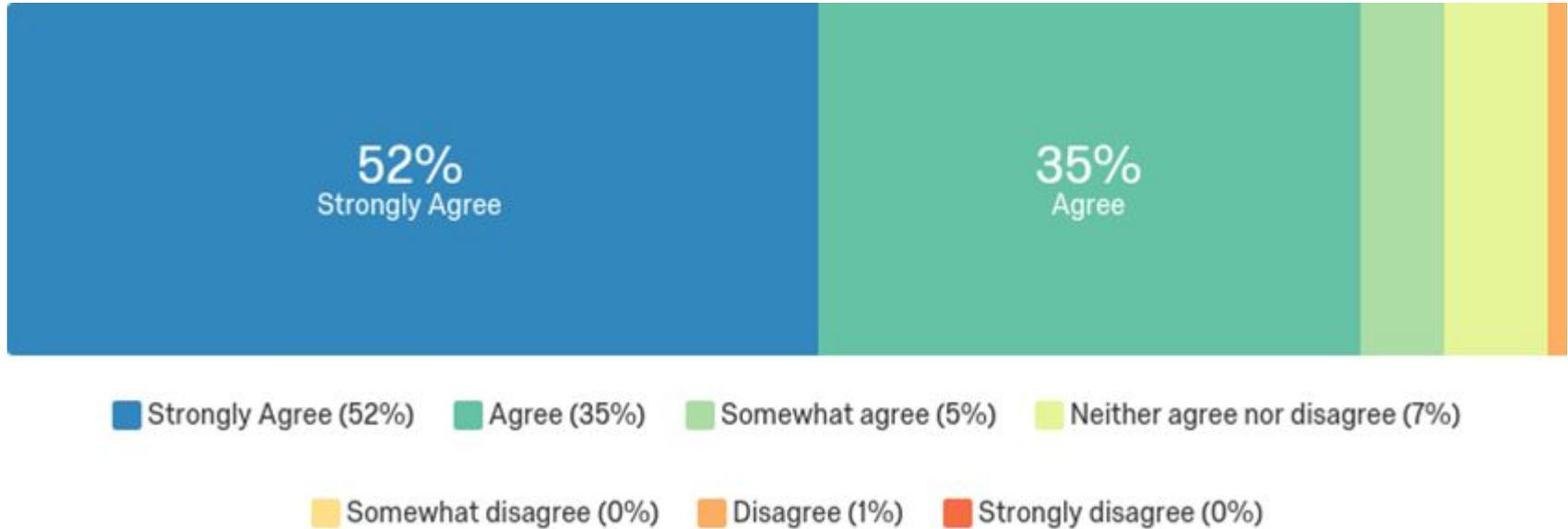


■ Strongly Agree (51%)   ■ Agree (36%)   ■ Somewhat agree (9%)   ■ Neither agree nor disagree (1%)

■ Somewhat disagree (1%)   ■ Disagree (0%)   ■ Strongly disagree (1%)

# Aligns with ongoing work

## Classified Staff Data



■ Strongly Agree (52%) ■ Agree (35%) ■ Somewhat agree (5%) ■ Neither agree nor disagree (7%)  
■ Somewhat disagree (0%) ■ Disagree (1%) ■ Strongly disagree (0%)

Most powerful part of today...



# Questions

