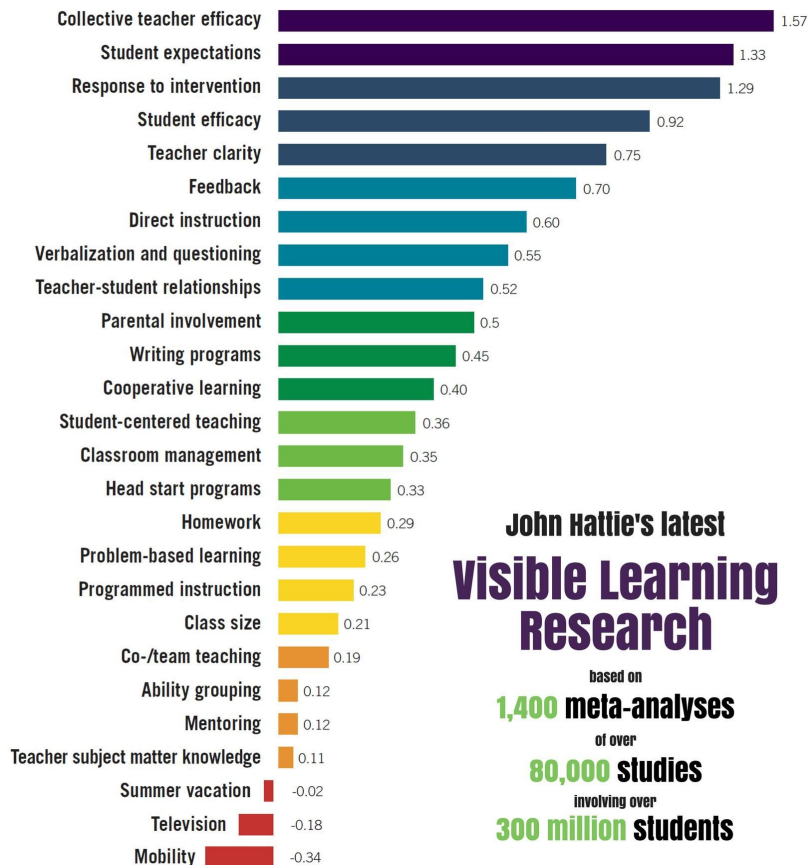




Professional Development **in San Rafael City Schools**



#1 Collective Teacher Efficacy



John Hattie's latest Visible Learning Research

based on
1,400 meta-analyses
of over
80,000 studies
involving over
300 million students



The power of collective efficacy

"Collective teacher efficacy refers to a staff's shared belief that through their collective action, they can positively influence student outcomes, including those who are disengaged and/or disadvantaged."

~Jenni Donohoo

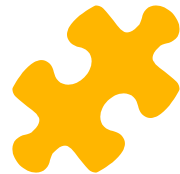
Professional Development efforts throughout SRCS facilitate a deepend sense of collective efficacy amongst teachers.



*Those teachers who are students of
their own impact are the teachers who
are the most influential in raising
students' achievement.*

~John Hattie

Author of Visible Learning for Teachers



Principles of PD in SRCS

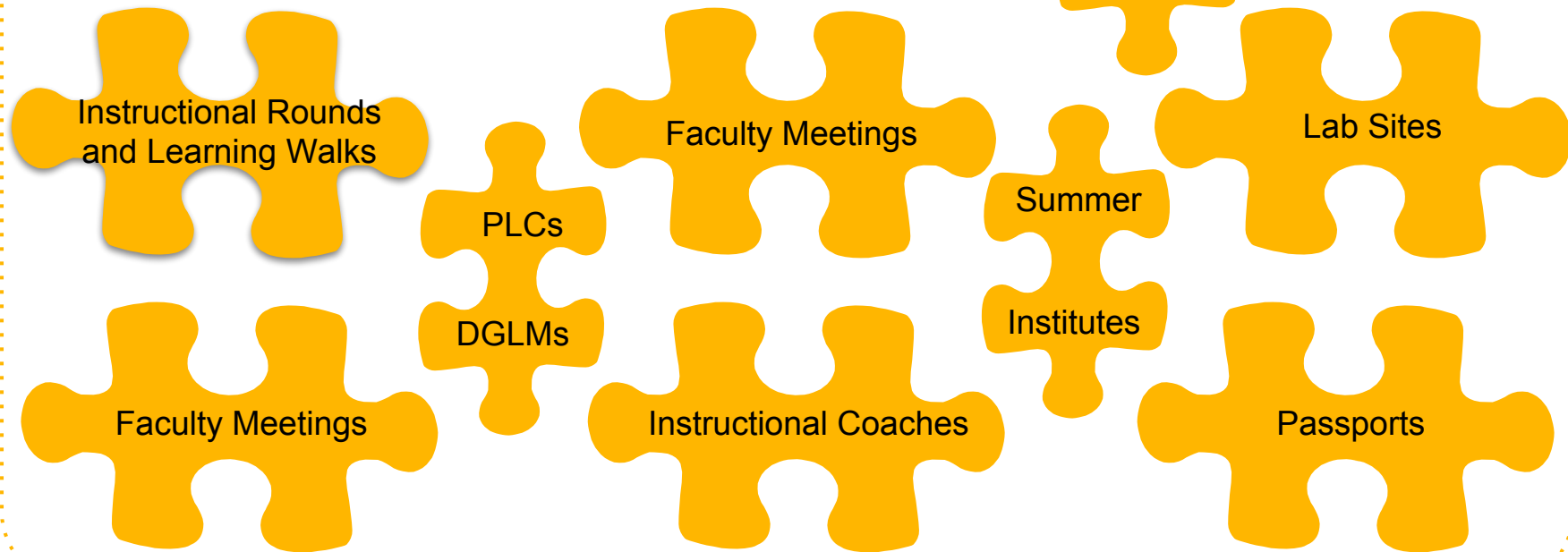
- Job embedded
- Ongoing over time
- Individualized support
- Coherence across the system
- Relevant
- Supported through reflection and modeling
- Feedback and iteration
- Opportunities for choice

"The process of job-embedded professional development and reflective coaching is ongoing. Just as each child comes to the classroom with different skills, each teacher, likewise, comes to the classroom with different skills. For this reason alone, a single professional development approach cannot meet the needs of all teachers."

~Heidi Marie Rock

Coaches undergird the professional development process and make it all possible!

PD structures





"I'm learning so much from the writing workshop lab. I want to express my thanks for this opportunity and support from the district."

~ Coleman Teacher

Research based PD strategies





"I'm slowly evolving writing workshop in my classroom. I think these workshops enrich my practice in meaningful ways where I truly feel that I'm helping my students writing improve... and mine too!!!"

~SRCS Teacher

Small Group Reading PD

- Focused on research based strategies: guided reading, conferring, strategy groups
- Student assessment drives instruction
- Sustained two year focus district wide
- Passport PD offerings by coaches
- Site based PD by coaches: modeling, co-teaching, planning and more
- PLC focus

Shifts in Practice, **Guided Reading**



Guided Reading				
	<i>Not yet</i>	<i>Awareness</i>	<i>Beginning Implementation</i>	<i>Integrated Implementation</i>
Fall	5%	15%	51%	29%
Winter	1%	2%	47%	50%
Spring	0%	1%	14%	85%



Shifts in Practice, **Conferring**

Conferring				
	Not yet	Awareness	Beginning Implementation	Integrated Implementation
Fall	12%	37%	39%	12%
Winter	0%	4%	92%	4%
Spring	1%	4%	44%	51%



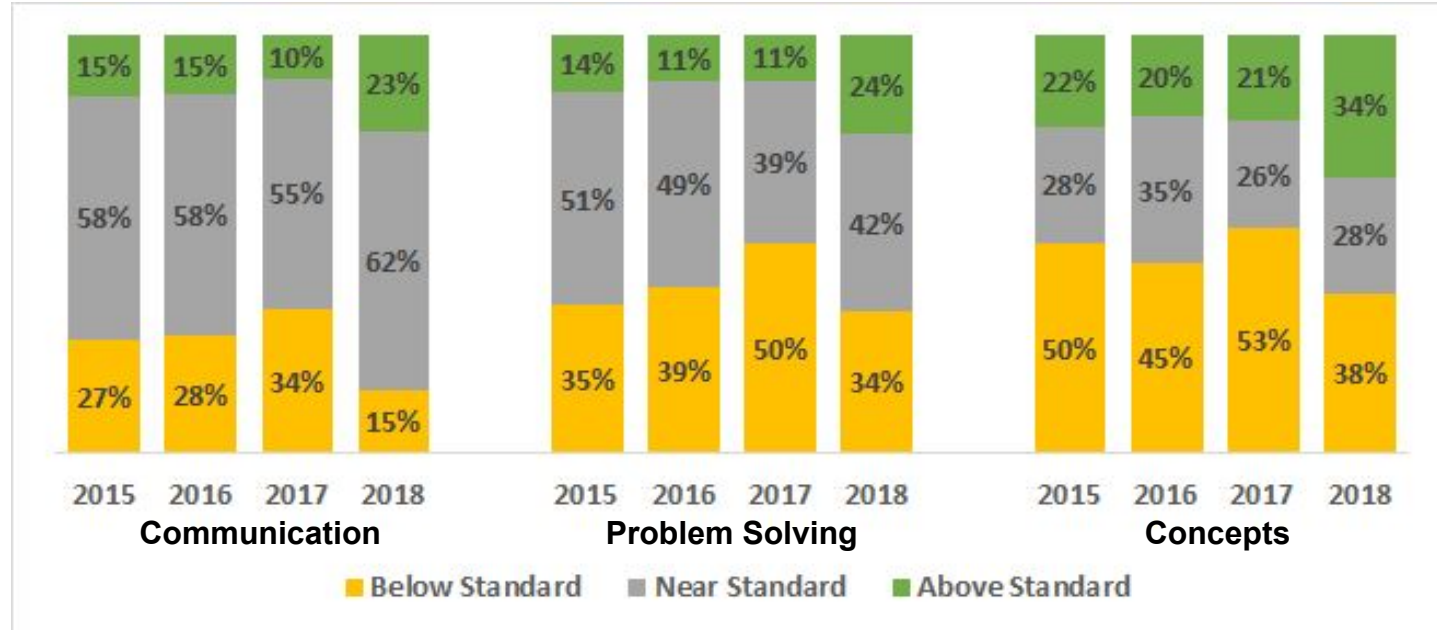
Reading Inventory Data

ALL GRADES, ALL SCHOOLS				
LEVEL	2014-2015	2015-2016	2016-2017	2017-2018
Advanced	12%	18%	28%	31%
Proficient	13%	18%	23%	22%
Basic	48%	43%	38%	35%
Below Basic	27%	21%	11%	12%

Calli PD

- Focused on research based strategies: student discourse, small group discussion, problem solving
- Teachers create goals and PD plan for department
- Sustained three year focus district wide
- Supported by Teacher Learning Walks

SBAC Math Data





"I enjoy working with people from other teams and learning from the work that they are doing at their sites. It is great to see how other districts are implementing our learning."

TLHS Teacher



"I'm really going to try the Exit Slips. I know it will help my differentiation and grouping of students. "

~SRCS Teacher



Thank you!

Your continued support of our instructional coaches and investment in our teachers is making a difference for the **children of San Rafael**