General Information

- The *Standards for Professional Learning* were created by **Learning Forward** and adopted by the **Kansas State Board of Education** in April, 2012.
- Professional Learning is a continuous process.
- Professional Learning results in systemic change.
- Change is a process not an event, it is made by individuals first, then institutions.

WHY *Standards for Professional Learning?*

- The *Standards for Professional Learning* are designed to set policies and shape practices in professional learning and are the foundation for change that lead to improved student results.
- Professional learning is essential during change and continuous improvement.
- Planning and implementation of effective professional learning is intentional, purposeful, and meaningful, and leads to successful implementation and sustainability of desired changes.

HOW Educators Use the *Standards for Professional Learning*

- Establishing professional learning that increases educator effectiveness and student results by
  - *Setting policy*
  - *Organizing, providing, or managing appropriate learning for all educators*
  - *Participating in learning & implementation*
  - *Monitoring implementation*
  - *Measuring results*
- **Who is involved?** Individuals, teams, school and school system staff, public agencies and officials, and associations or organizations

WHAT Are the *Standards for Professional Learning?*

- Indicators that guide the planning, facilitation, implementation, follow-up, and evaluation of professional learning.
- All 7 Standards are *used collectively* to increase educator effectiveness and results for ALL students.

1. Learning Communities
- *Engage in continuous improvement*
- *Develop collective responsibility*
- *Create alignment and accountability*

2. Leadership
- *Develop capacity for learning and leading*
- *Advocate for effective professional learning*
- *Create support systems and structures*

3. Resources
- *Prioritizing human, fiscal, material, technological, and time needs*
- *Monitoring how resources are used*
- *Coordinating resources*

4. Data
- *Analyze, Student, Educator, and System Data*
- *Assess progress*
- *Evaluate impact of professional learning*

5. Learning Designs
- *Apply Learning Theories, Research, and Models*
- *Select Learning Designs*
- *Promote active engagement & deep learning that inspires action.*

6. Implementation
- *Applies research on change*
- *Sustains support for implementation*
- *Provides constructive feedback*

7. Outcomes
- *Meet performance standards*
- *Address student learning outcomes*
- *Build coherence through alignment*

Recommended Resource:
Playbook for Professional Learning: *Putting the Standards into Action,* by Stephanie Hirsh and Shirley Hord, ©2012.

FREQUENTLY ASKED QUESTIONS and TALKING POINTS

WHY Professional Learning Is Important

- *Change = Learning. Learning = Change.*
- *Impacts the classroom by improving practice*
- *Develops knowledge, skills, and practices necessary to meet student learning needs*
- *Focuses on results*
- *Essential to sustaining changes that improve practice*
- *Promotes continuous improvement*

HOW Professional Learning Is Most Effective

- *Strong, knowledgeable, supportive leadership*
- *Supported with resources, feedback, follow up…*
- *Relevant and addresses educator learning needs*
- *Collaborative leading and learning*
- *Data Driven (achievement, school culture, demographics, instruction)*
- *Frequent and On-going*
- *Job-embedded*
- *Build a culture of trust*
- *Collective commitment from all educators*

WHAT Effective Professional Learning Looks Like

- *Engaging & Interactive*
- *Differentiated*
- *Collaborative planning time with colleagues*
- *Connects to previous knowledge & future learning*
- *Develops and practices strategies and skills*
- *Reflects on practices and results*
- *Meaningful/Relevant/Purposeful/Timely*

Strategies for Implementing Change
(Hord, Roussin)

1. Creating/articulating a shared vision for the change
2. Planning and identifying resources for the change
3. Investing in professional learning
4. Checking or assessing progress
5. Providing assistance/support
6. Creating a context conducive to change

Examples of EFFECTIVE Professional Learning

(Based on individual/team/building/district needs)

- Collaborative Teams *(looking at student work; instruction; unit or lesson planning; professional inquiry, teacher rounds)*
- Book studies/Professional reading *(books, articles, blogs)*
- Analyzing data *(data driven dialogue)*
- Observations/walk-throughs
- Learning design appropriate for the purpose and group
- Virtual: *(Webinars, Podcasts, informal on-line networking)*
- Selective use of whole/large group learning
- Purposeful Workshops/Conferences
- Individual or small group choice *(data driven)*
- Coaching *(instructional, content, leadership)*

Examples of INEFFECTIVE Professional Learning

- Whole faculty, one-size-fits all sessions *(repeatedly)*
- Little or no planning *(often based on what's available instead of individual or building goals/needs)*
- One and done – no follow up *(or follow through)*
- Lack of implementation or monitoring
- Lack of resources *(time, money, technology, materials)*
- Focus on IDP points instead of improving one's practice
- Little or no collaboration *(teams, etc.)*
- Watching Professional Learning Videos without guidance, collaboration, or follow up
- Lack of engagement *(sit and get)*
- In an auditorium setting with limited opportunity for interaction, collaboration and/or application.

ON-LINE RESOURCES

Learning Forward – *The Professional Learning Association*
- http://www.learningforward.org/
- Standards of Professional Learning
- School Based Professional Learning for Implementing the Common Core (KCCRS)

Learning Forward Kansas
- http://learningforwardkansas.org/
- Direct Connection (published 5 times per year)
- Learning Opportunities

Sticky Standards Website
- http://stickystandards.org/
- Professional Learning Standards
- Podcasts with Kansas educators and national experts

Link to KSDE Professional Learning page
- http://www.ksde.org/Default.aspx?tabid=2132