

Becoming a Learning System

Effective Educator Practice → Student Results

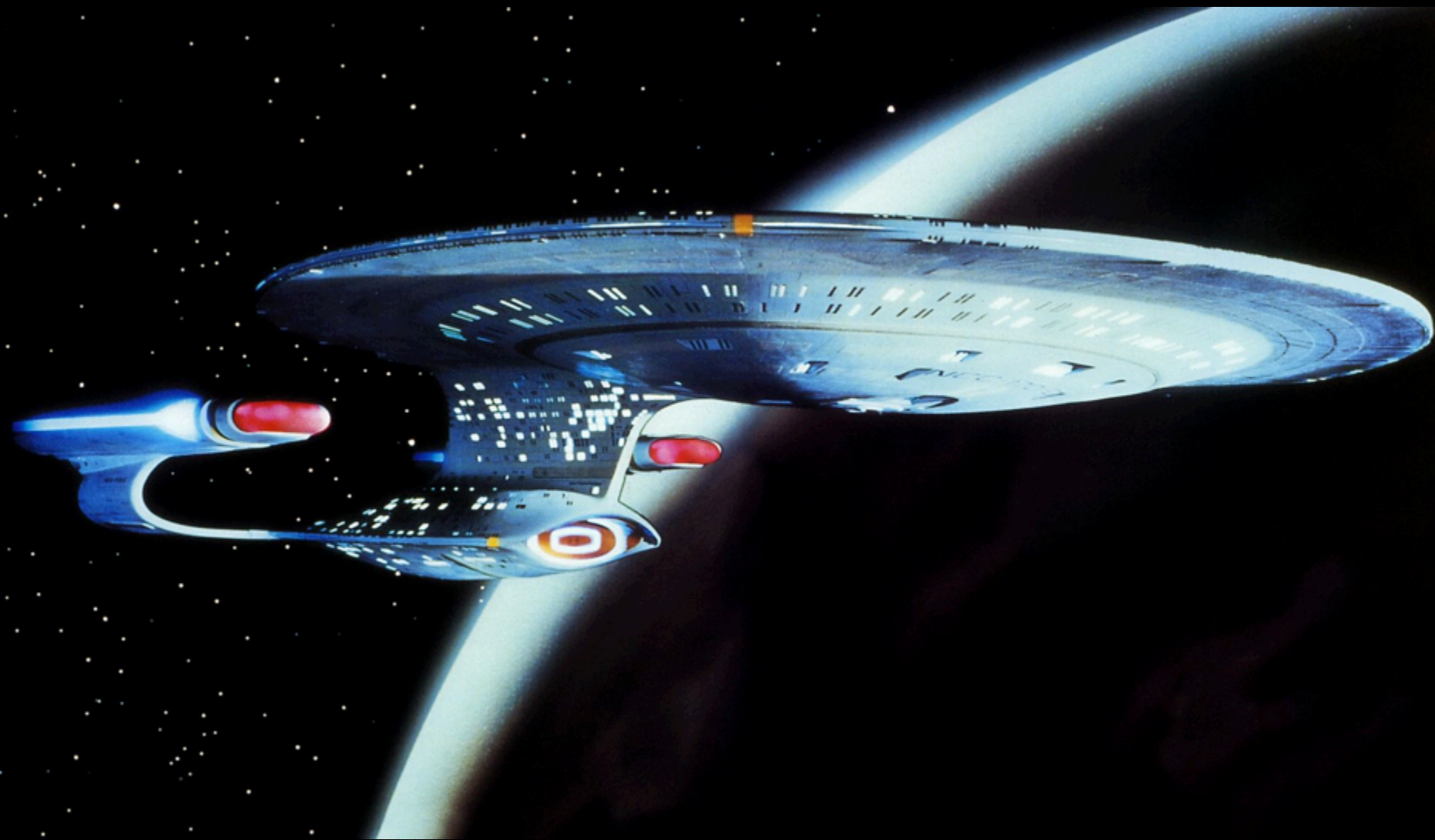
**Florida Association
of Staff Development
Leadership Conference**

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Frederick Brown
Learning Forward










Our Beliefs

- Professional learning that improves educators' effectiveness is fundamental to student learning.
- All educators have an obligation to improve their practice.
- More students succeed when educators assume collective responsibility for student learning.
- Successful leaders create and sustain a culture of learning.
- A learning system commits to continuous improvement for all its adults and students.



Learning Forward Vision:

Excellent teaching and learning every day



Students Educators

Mission Statement:

Learning Forward builds the capacity of leaders to build and sustain highly effective professional learning systems.





Participants will:

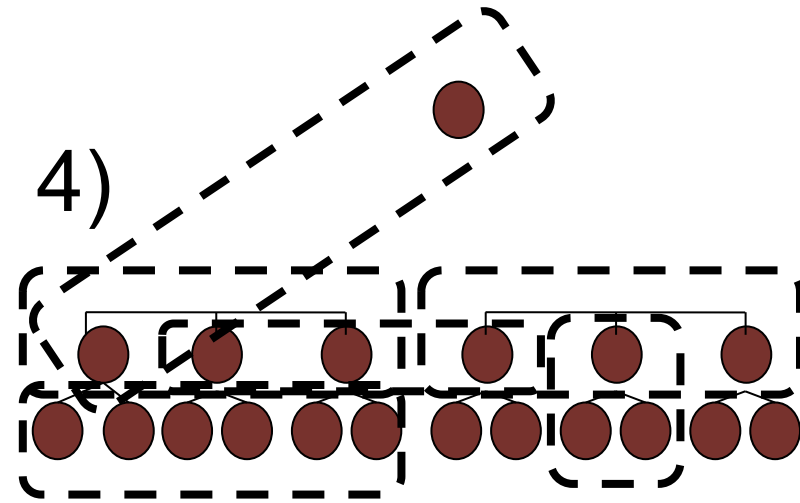
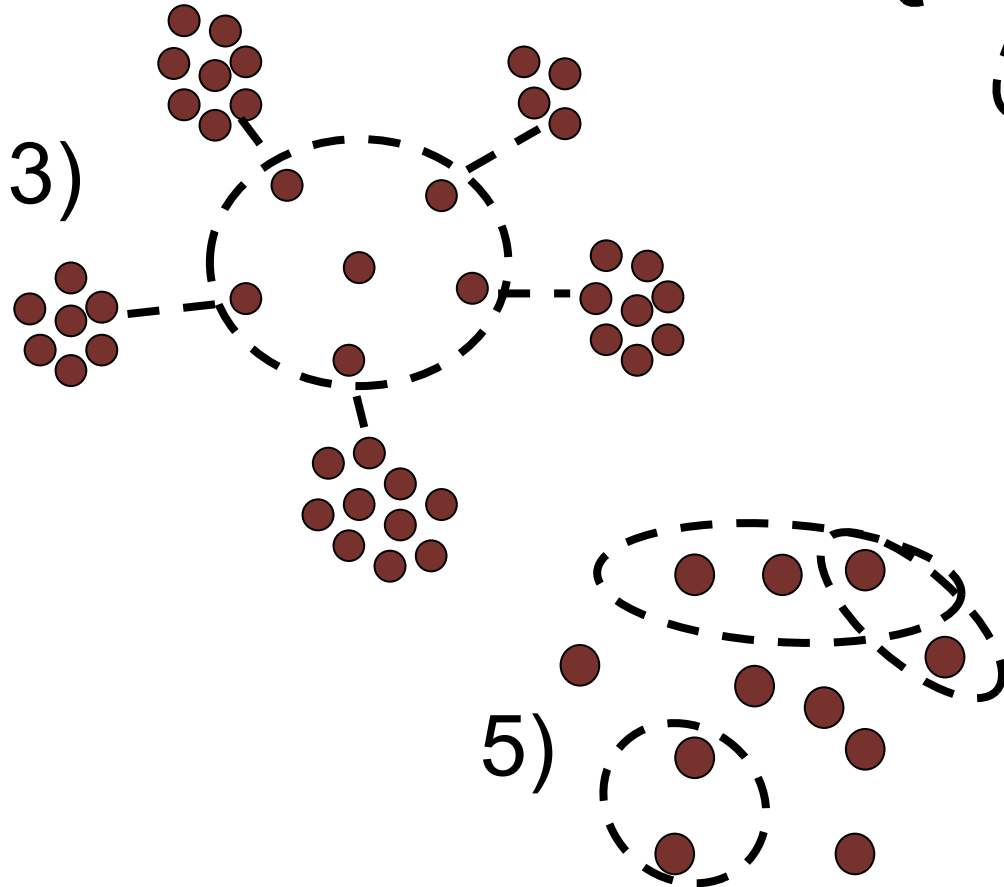
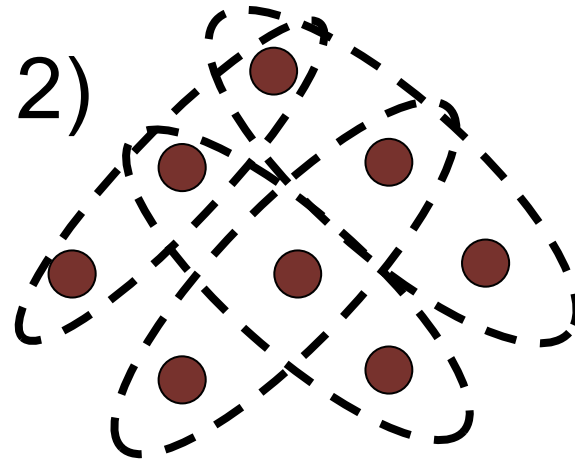
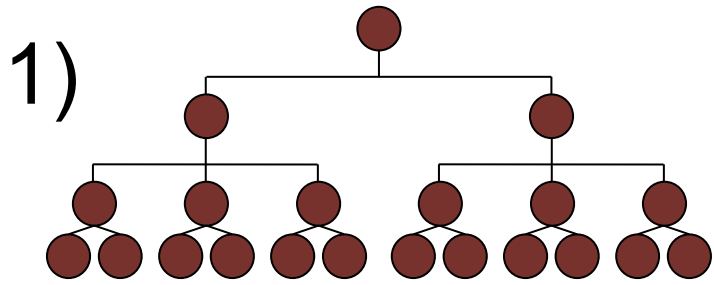
- Understand the essential elements of a professional learning system
- Consider the roles of district and school leaders in developing and sustaining a professional learning system
- Explore several tools and protocols that can support a professional learning system

Why this work is so important...

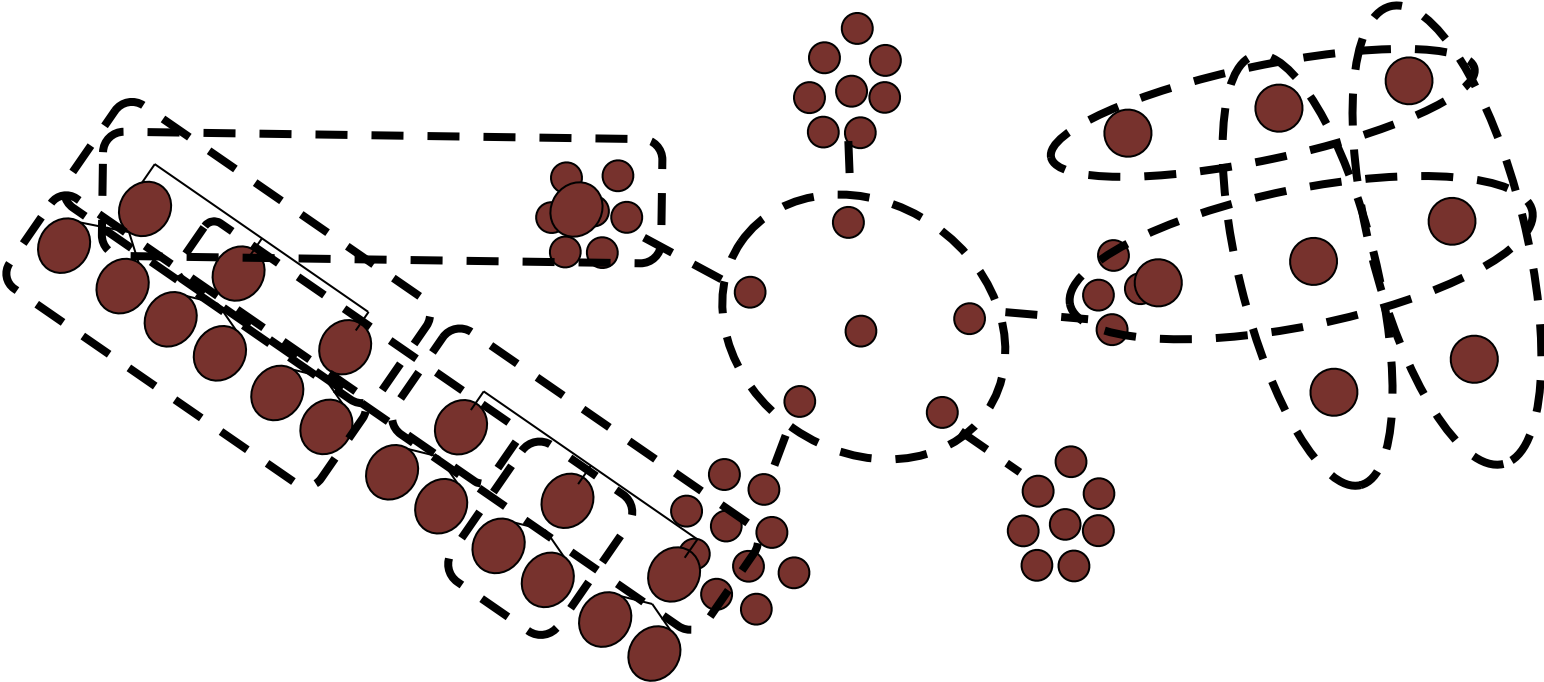
If we expect each one of our students to achieve, we have to be willing to invest in the learning of the adults who support them.



Which model best represents how learning for adults is organized in your systems? Group yourselves based on your choices.



Conversation at your table: How SHOULD it look?



Relationship between Professional Learning & Student Results



Definition of Comprehensive Professional Learning System

- The infrastructure for developing individual, school, team, school system capacities needed to ensure success for all educators and their students
- “The way professional learning works”



Professional Learning?

Six of the 22 elements of a professional learning system...

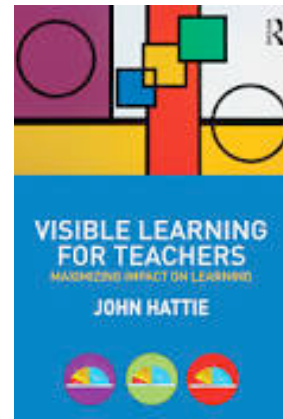


Figure 1. Essential components of the comprehensive professional learning system

RATE YOUR DISTRICT

Factor	Description	Degree of support in each area (1=low; 4=high)			
		1	2	3	4
Vision	High-achieving districts ensure a common shared vision of professional learning				
Standards	District and school-level professional learning is designed to align with the Standards for Professional Learning.				
Definition	District and school leaders work together to define and come to consensus on professional learning.				
Roles and Responsibilities	District and school leaders work together to define leadership and identify new roles and responsibilities to ensure the vision of professional learning is fulfilled.				
Evaluation	District and school leaders establish clearly articulated evaluation systems for professional learning to ensure the designs and implementation achieve the intended results.				
Resources	District and school leaders ensure adequate resources are allocated to professional learning.				

Paying attention to what matters...



Matters Less

- Homework: .29
- Summer School: .23
- Matching Learning Style: .17
- Ability Grouping: .12
- Retention: -.13

Matters More

- **Teacher Collective Efficacy: 1.57**
- Student Expectations: 1.44
- Formative Evaluation: .90
- Classroom Discussion: .82

Examine data to determine student and educator learning needs

Identify shared goals for student and educator learning

Evaluate results

Cycle of Continuous Improvement

Use evidence to monitor and refine implementation

Engage in professional learning to extend educators' knowledge of content, pedagogy, how students learn...

Apply the learning with local support at the work site

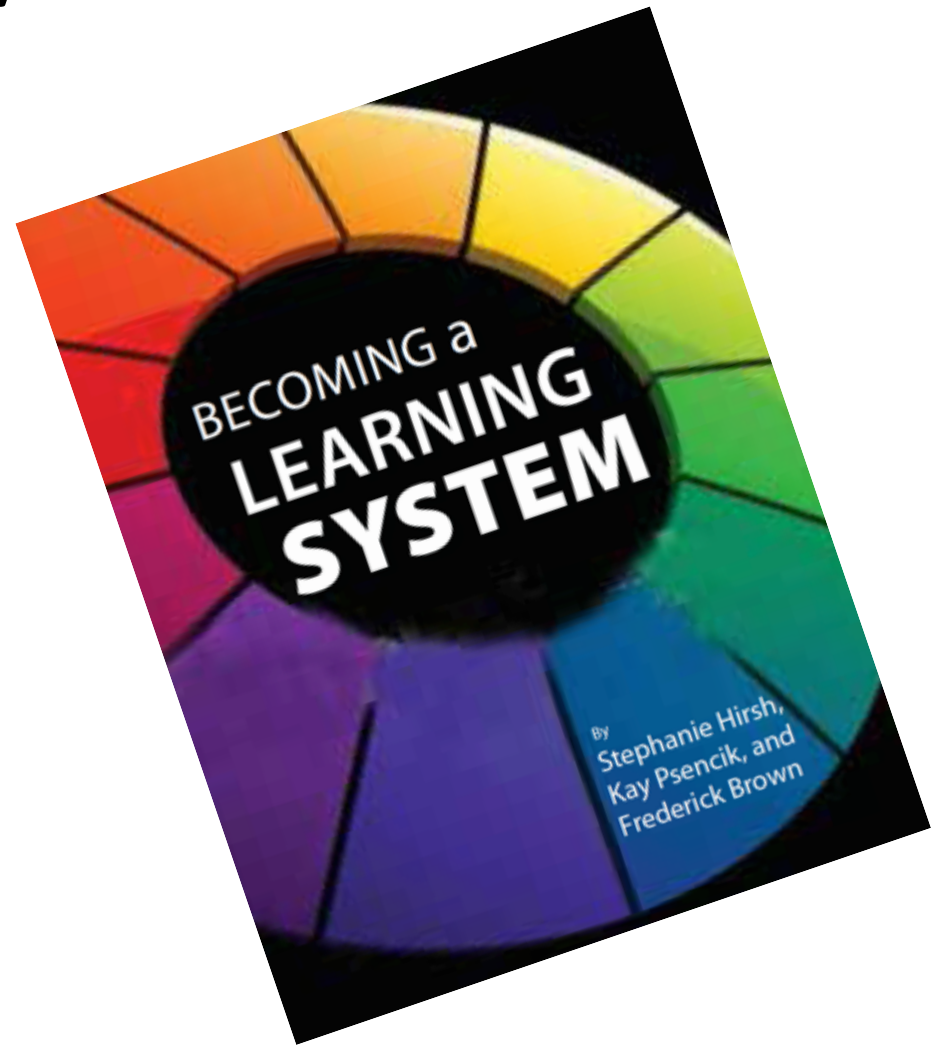
Select and implement evidence-based strategies to achieve student and educator learning goals

A tapestry of Standards for Professional Learning

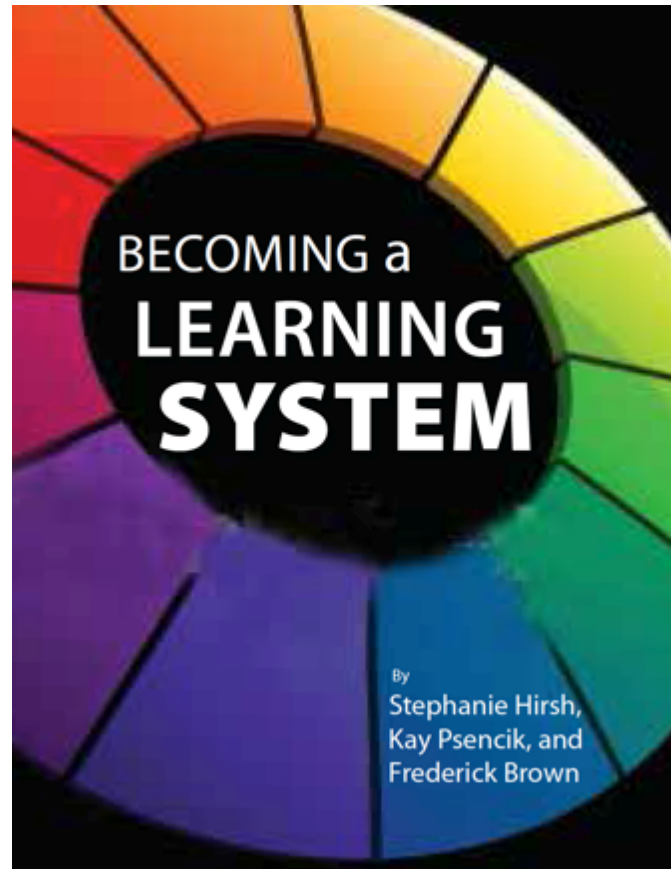




Informing today's discussion:



learningforward 



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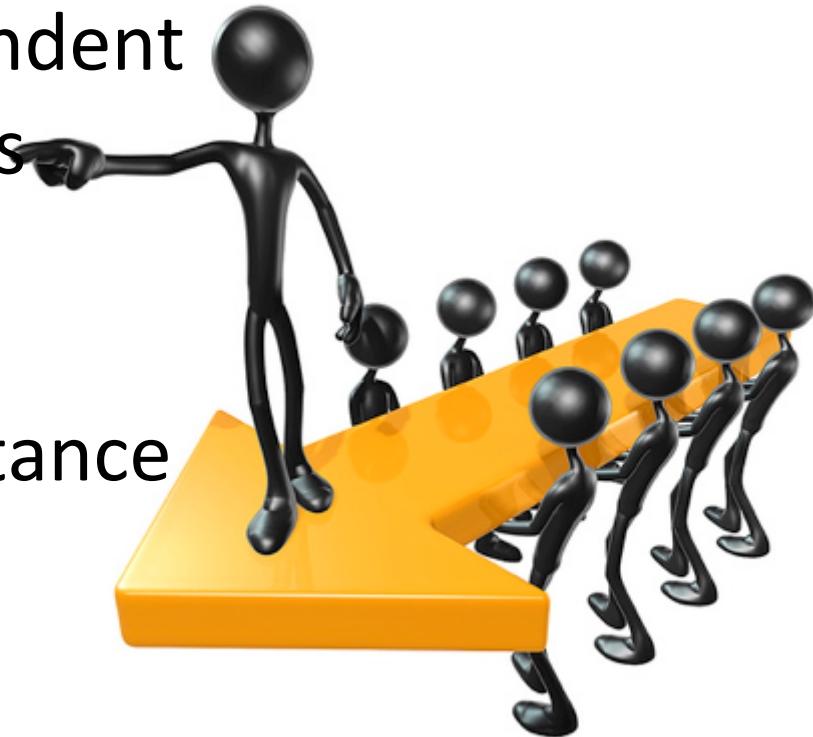
Section 1: Beliefs and Vision

- The power of beliefs and assumptions
- Vision of a learning system
- Components of a comprehensive learning system
- The Standards for Professional Learning

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Section 2: Roles and Responsibilities

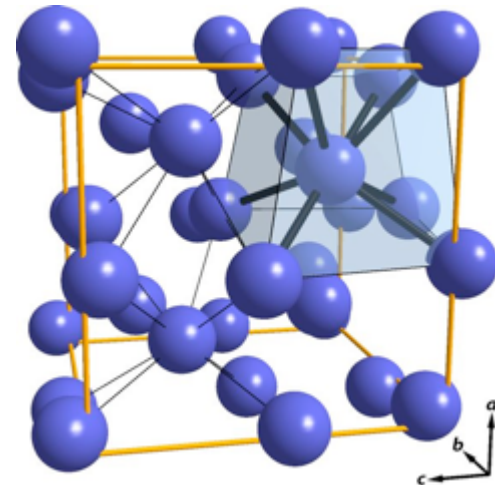
- The role of the school board
- The role of the superintendent
- The role of district leaders
- The role of principal and teacher leaders
- The role of external assistance providers



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Section 3: Building the Learning System

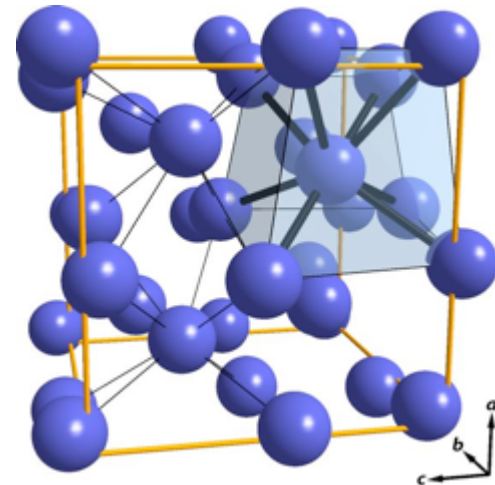
- Building trust
- Moving vision into action
- Analyzing student learning
- Developing an instructional framework
- Building the learning agenda
- Shifting educator practice



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Section 4: Strategies for Effective Implementation

- Leveraging performance evaluation
- Engaging parents and family members
- Influencing decision-makers
- Focusing labor/management work
- Building leader pipelines
- Networking to accelerate learning
- Coaching for improvement
- Celebrating progress
- Innovations in adult learning



LET'S TAKE A BREAK

Florida Trivia:

Florida recently surpassed _____ to become the _____ most populous state in the USA.

