Personalized PD

Meramec Valley R-III
Pacific, MO
Professional Learning Is Important Because...
Professional Learning Is Terrible When...
Professional Learning Is Enjoyable When...
Professional Learning is Expensive When...
Professional Learning Is Effective When...
Student Learning vs. Staff Learning

- Do you think that higher levels of learning take place for students when the instruction is relevant and they understand the need for learning it?

- Do you think student learning is more impactful when it takes place in collaboration with others or in isolation?
Student Learning vs. Staff Learning

- After a student learns information, do you think it is better for them to move on to the next topic, or have time to reflect and talk to others about how they are applying it?

- Do you believe teacher instruction is better as a one size fits all or more personalized to what each student needs?
Defining your WHY!

- Staff surveys provided input on what we believed and wanted from our Professional Learning

**MVR-III Professional Learning Theory:**

- Professional Learning will be collaborative
- Professional Learning will be aligned to our teacher evaluation standards and processes
- Professional Learning will be teacher-driven based on student needs
- Professional Learning will be personalized to our differing staff needs
PROCESS & PROTOCOL
**Plan**
- Teams identify student needs based focus
- Teams identify Evidence Based Practices to support that need
- Align teacher standards
- Cohorts plan PD, collaboration

**Act**
- Teams implement change practices
- Teams collect evidence

**Assess**
- Teams collaborate & analyze evidence multiple times
- Teams observe each other & give feedback

**Reflect**
- How did our actions impact student outcomes?
- What are we learning about Student Learning?
- What are we learning about Teacher Learning?
Collaborative Teams

Why Collaborate?

“Quality teaching is not an individual accomplishment, it is the result of a collaborative culture that empowers teachers to team up to improve student learning beyond what any of them can achieve alone.”

(Carroll, 2009)

“Collaboration is based on cooperativeness, learning from errors, seeking feedback about progress, and enjoying venturing into the ‘pit of not knowing’ together with expert help that provides safety nets and, ultimately, ways out of the pit.”

(Hattie, 2015)

The Research

Teachers and schools that engage in quality collaboration have better achievement gains in math and reading. Moreover, teachers improve their practices at greater rates when they work in schools with better collaboration quality.

(Honfeldt, Farmer, McQueen, & Grissom, 2015)

THE WHY...

Educators become more skilled by developing common purposes and goals.

THE WHAT...

Educators intentionally use collaborative skills to discuss effective practices around improved student outcomes.

THE HOW...

Educators effectively utilize team processes. Team processes are critical!
Started with a question....

What is one student need you see in your classroom that you would like to learn how to better support next year through professional learning?
students

need

trauma

resources
active
school
regulation
writing
evidence
co-teaching
best
family
consumption
apply
believe
post-secondary
readers
engaged
interventions
work
home
instruct
staff
mental
SACC
thinking
skills
learning
needs
RTI
motivation
Every partners

student
goal
special
better
well
focus
independent
know
reach
one
resources
Social
self-sufficient
intervention
issues
minutes
Engagement
Behaviors
M ANY
running
intrinsic
level
around
memorize
grade
problem
basic
strategies
WAY
time
learn
discipline
mastery
advocacy
take
knowledge
person
Respect
academically
example
emotional
training
ALL
health

feasible
## Collaborative Teams

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<th>4.2 Tech to enhance learning</th>
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<td>1.4 Problem Based Learning</td>
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<td>5.1 Classroom Management</td>
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<td>5.3 Trauma/Poverty Support</td>
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Collaboration and Time

- Common Agenda
- Personalized PD Menu
- Creation of Professional Growth Plans
- Meet 6 times
- Facilitated by district leadership
Next Steps...

Reask the same question

Reassess for student need

Develop collaborative teams connected to teacher standards

Frontloading professional learning early
Find a “Sole Mate”
How does your district create personalization in professional learning? 
What are the challenges surrounding your district professional learning?
What does your current PD budget include? What are your biggest expenses each year?
How does your district create collaboration, accountability, and reflection within all of your professional learning opportunities?
THANK YOU