

# Empowering Teacher Learning

*October 21, 2019*

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RESEARCH PRESENTATION

# Effective, Empowering Teacher Learning

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# An Active Conversation

**What Would Trump's Proposed Cut to Teacher Funding Mean for Schools?**

**Why Spend Billions on Development for Teachers?** An investment in teacher training would pay off for California: Guest commentary

Federal support for teacher but next year's funding

**What Kinds of Professional Development Are Teachers Doing?** Continue,

**What Are the Best Strategies for Effective Teacher Professional Development?**

# Why Professional Development Matters



Supports student learning



Promotes teacher retention

# What kind of professional development?



**"Since we initiated regular staff development sessions, we've turned the school around 360 degrees."**





# This Study

Reviewed 35 studies that:

- Are methodologically rigorous
- Demonstrate positive link between teacher PD and student outcomes

Identified common features

# A Paradigm Change

## FROM:

Sit and get

Drive-by

One size fits all

Disconnected from  
teachers' classroom and  
students

## TO:

Content-focused

Active

Collaborative

Using models & modeling

Coaching

Feedback and reflection

Sustained over time

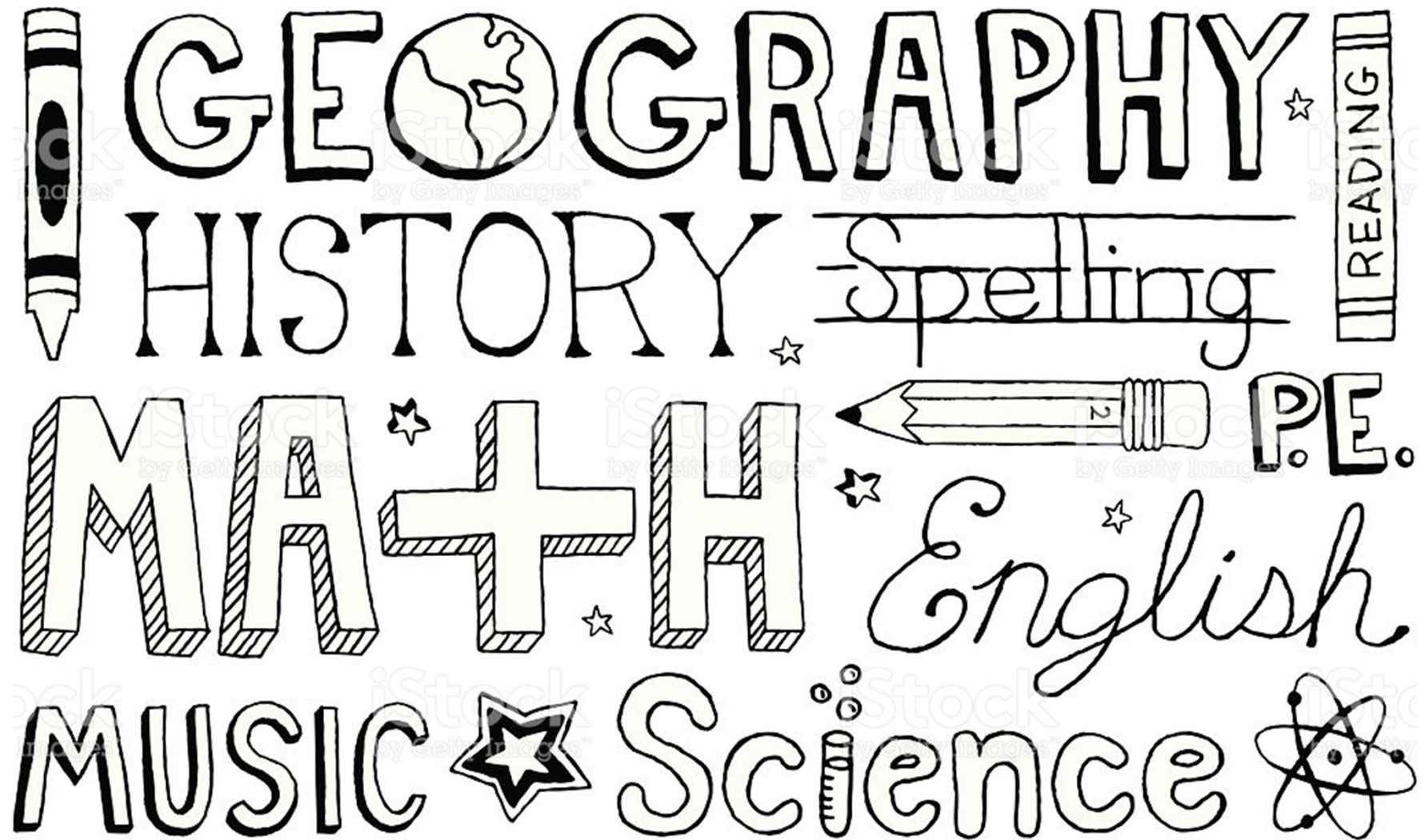




# Elements of Effective Professional Development



# Content Focus





# Active Learning

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# Collaboration



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# Models of Effective Practice

- lesson plans
- unit plans
- sample student work
- observations of peer teachers
- video or written cases of teaching

# Coaching and Expert Support



Be Specific...



**THE POWER OF FEEDBACK & REFLECTION**

# Feedback and Reflection



# Sustained Duration



# Instructional Leadership Corps

**SCOPE**  
Stanford Center for  
Opportunity Policy in Education



NATIONAL BOARD  
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RESOURCE CENTER



[edpolicy.stanford.edu/ilc](http://edpolicy.stanford.edu/ilc)

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Community Education Fund, Silicon Valley Community Foundation

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# Instructional Leadership Corps

**Content focus**

**Active learning**

**Models of  
effective practice**

**Collaboration**

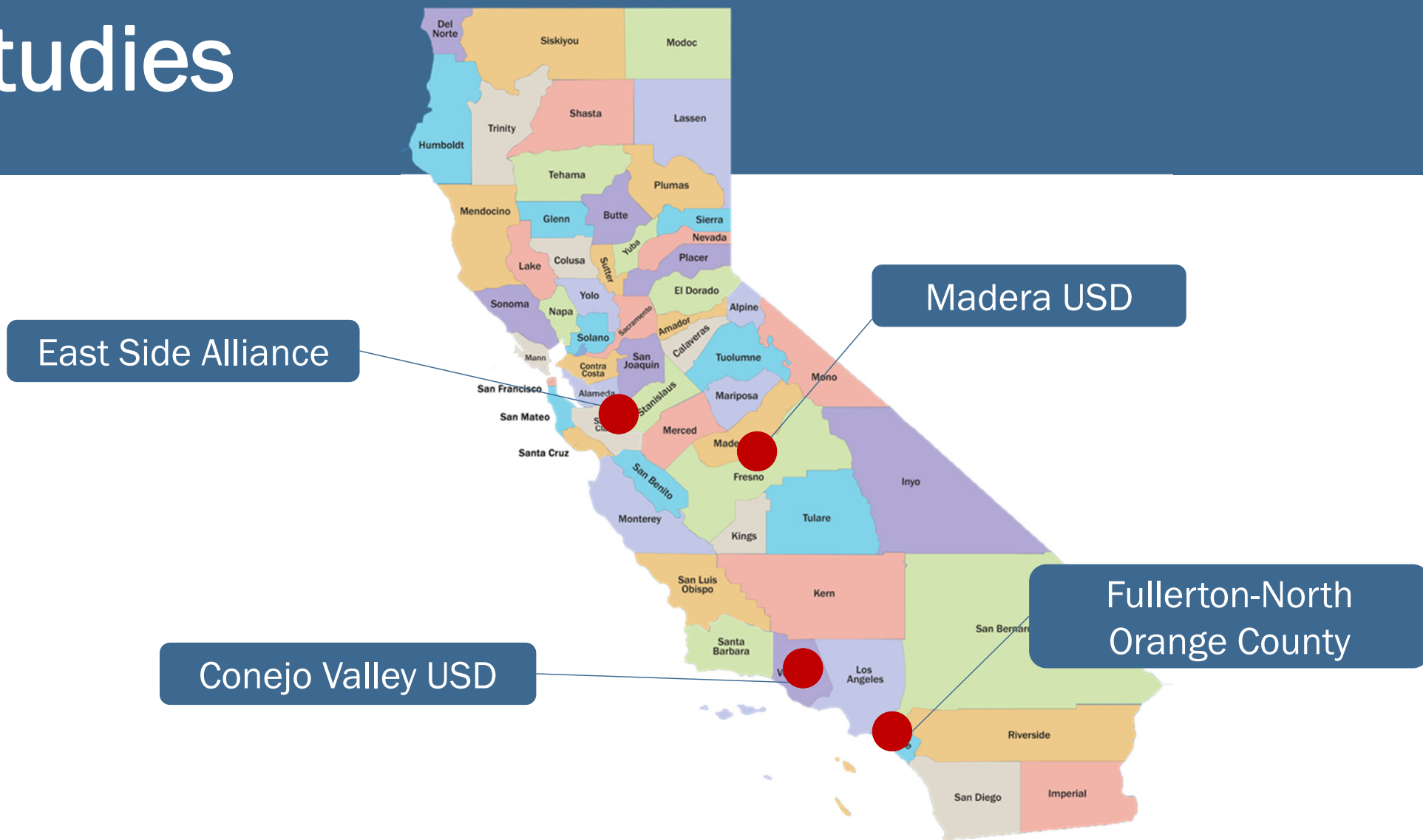
**Coaching &  
expert support**

**Feedback & reflection**

**Sustained duration**



# Four case studies





My students are more engaged....They love basically the different strategies that I used from the [ILC workshops]. They are having more of a growth mindset when it comes to math. I know from previous years that they come into the classroom already saying “I can’t do math, it’s not my thing.” But once I’ve implemented so many different strategies and number talks and collaboration that we’ve learned they become more receptive. My students help one another, they’re collaborating, they’re working as a group. Two years ago, none of that was really happening within the classroom.”

—ILC teacher leader, East Side Mount Pleasant

# Lessons Learned

1. Teachers value professional learning led by their colleagues.
2. ILC membership enhances teacher leaders' professionalism and sense of efficacy.
3. Supportive structural arrangements foster instructional change.
4. Systematic follow-up contributes to implementation of instructional shifts.
5. Strategic relationships support deeper, more widespread professional learning.





# Creating Conditions for Effective Professional Development

# Challenges to Effective PD

## School level

- Inadequate resources
- No opportunity for implementation
- School culture

## System level

- Lack of shared vision for high-quality instruction
- Poor alignment between state and local policies
- Inability to track and assess PD quality





Implications for Practice & Policy



# Implications for Practice

- Plan for common obstacles
- Address specific needs of educators and learners
- Develop a comprehensive system of teaching and learning



# State and District Policy Implications

- Adopt state standards for professional development
- Conduct needs assessments
- Redesign school schedules
- Develop expert teachers as mentors and coaches



# Policy Implications (cont'd)

- Leverage ESSA school improvement initiatives
- Provide technology-facilitated learning and coaching
- Offer funding and education units for active learning and coaching



# Lessons From the Field

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# Advancing Policies to Support Empowering Teacher Learning

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