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Evaluating Professional Learning: A Blueprint for Change

WV BMHTAC 2024

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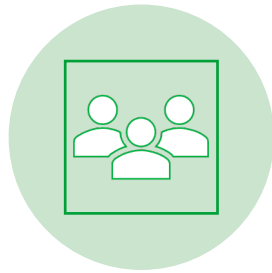
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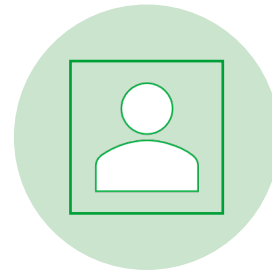
Describe the *best* PL you have ever experienced.



**WHAT WAS THE
CONTENT?**



**WHO PLANNED
IT?**



WHO LEAD IT?



**WHAT WERE THE
RESULTS?**

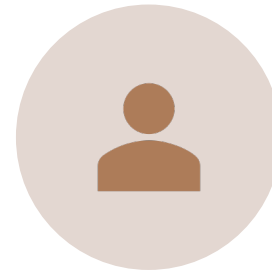
Describe the *worst* PL you have ever experienced.



**WHAT WAS
THE CONTENT?**



**WHO PLANNED
IT?**

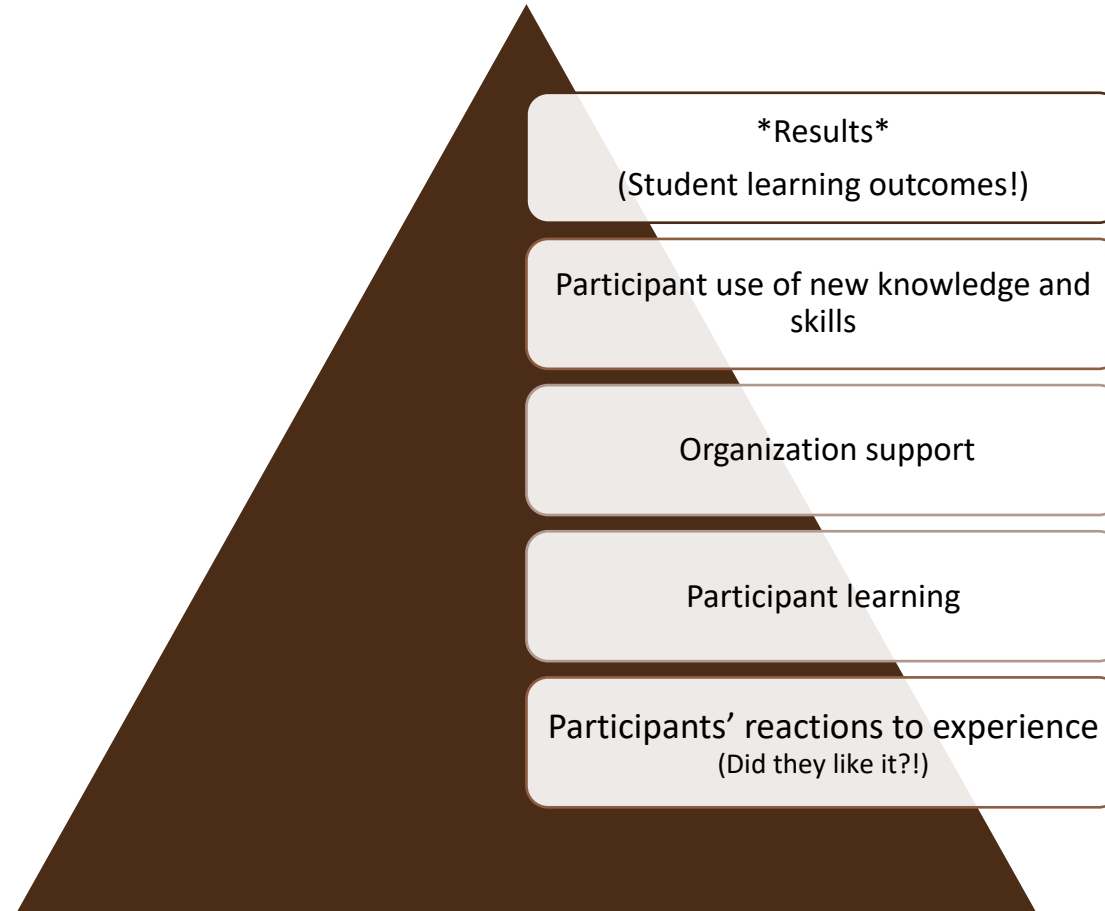


WHO LEAD IT?

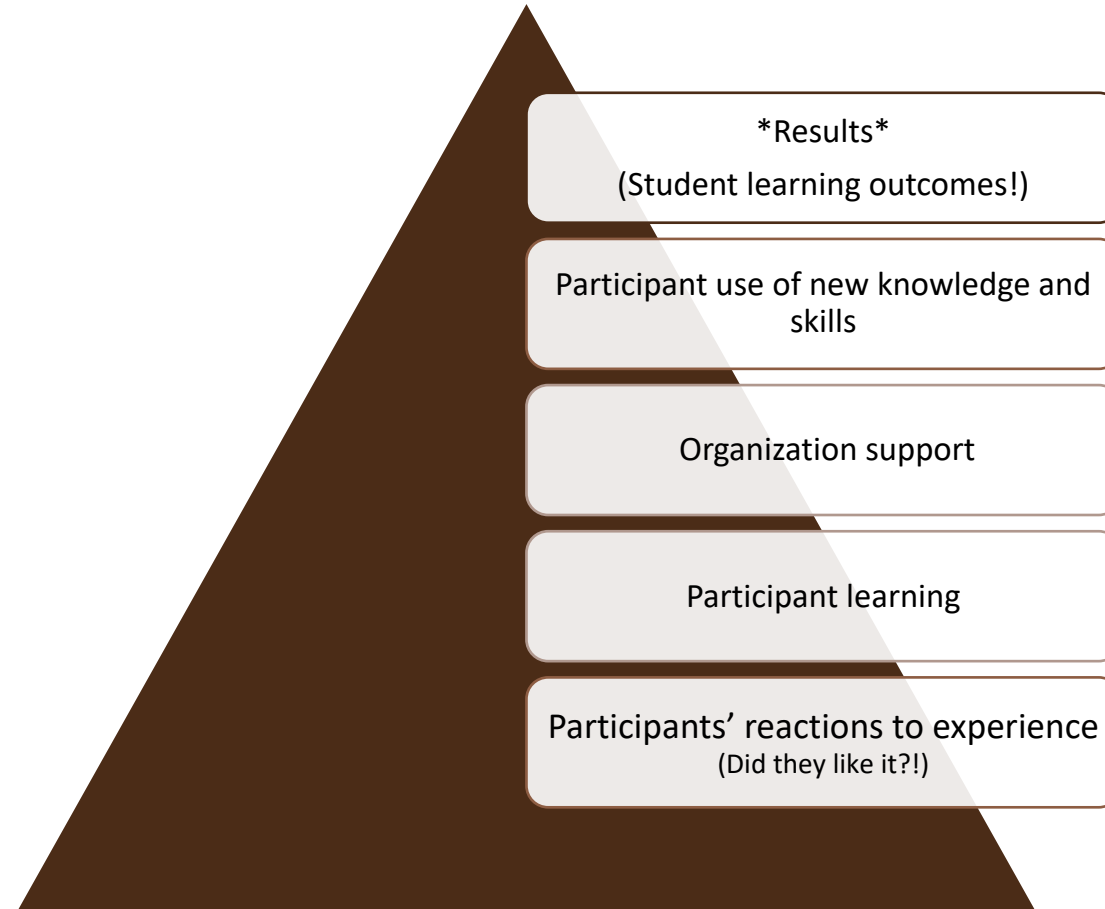


**WHAT WERE
THE RESULTS?**

5 Levels of Evaluating PL



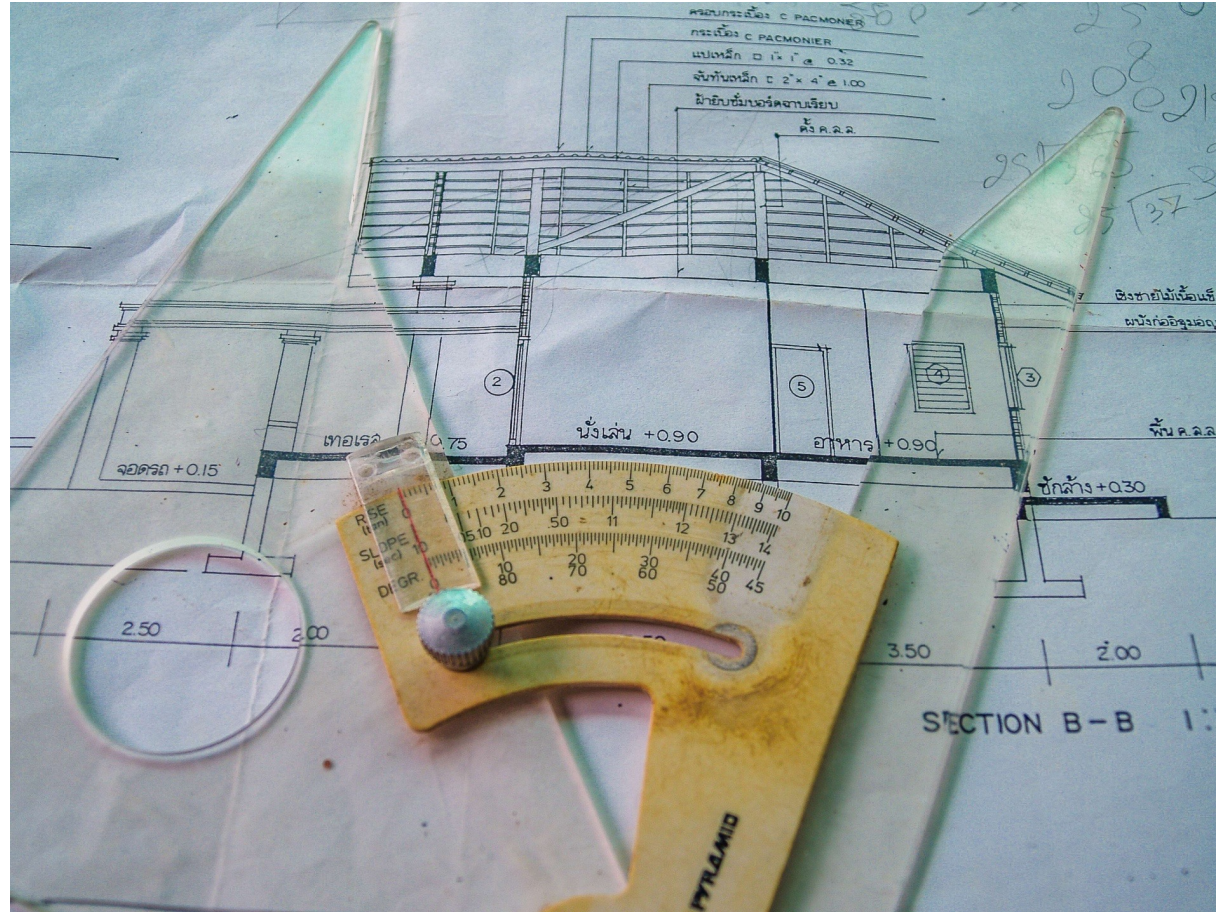
5 Levels of Evaluating PL



Planning for Effective PL



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Begin with the end in mind.



Plan for Effective PL



1. Begin with the end in mind (what student goals do we want to achieve?)
2. Focus on evidence-based practices
3. Guide teachers in making adaptations (how do you *adapt* the innovation depending on the context?)
4. Offer teachers feedback to confirm the change makes a difference for students
5. Ensure feedback is based on evidence teachers trust
6. Plan to gather evidence on effects QUICKLY (2 weeks!)
7. Recognize change is individual and organizational

The Best PL is...

Purposeful

Intentional

Evidence based

Practice oriented



Order of change

Student
Outcomes

Teacher
Beliefs or
Attitudes

Teacher
practices



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Order of change



Effective professional learning leads to....



1. Behavior change (teacher practices)



2. Student Outcomes



3. Attitudes / beliefs

Remember! The Best PL is ...



PURPOSEFUL



INTENTIONAL



EVIDENCE
BASED



PRACTICE
ORIENTED



“There are three teachers of children: adults, other children, and their physical environment.” – Loris Malaguzzi

Upshur County Project 2022-2024



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Spring 2023



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Administrators and teachers
made on-site visits to MUEE
STEAM classrooms

Summer 2023 and Fall 2023

- MUEE Staff visited Upshur County
- Whole group professional learning in the morning
- Classroom visits in the afternoon



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Spring 2024



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- Continued professional learning with teachers
- MUEE Staff met with administrators

Prior to planning....



We asked ourselves **two foundational questions:**

1. What do you want them to learn?
2. What evidence would you accept to prove they learned it?



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Begin with the end in mind.





This is a framework for early childhood education. It is not a model to be replicated. It's an approach to be adapted to your context. It is simply **best practices.**

Planning for Effective Professional Learning in Upshur County



1. Begin with end in mind

2. Focus on evidence-based practices

3. Guide teachers in making adaptations

4. Offer teachers feedback to confirm the change makes a difference for students

5. Ensure feedback is based on evidence teachers trust

6. Plan to gather evidence quickly

7. Recognize change is individual *and* organizational

Planning for Effective Professional Learning in Upshur County



1. Relevant, engaging, standards-based learning for children

2. Reggio-Emilia early childhood approach

3. Guide teachers through onsite visits

4. Children are more engaged, fewer behavioral issues

5. Classroom observations from other teachers and admin

6. Implementation and feedback within a semester

7. Every classroom made different changes and administration was supportive

Before



After



Your turn!



- Consider a professional learning session(s) you currently deliver
- Answer the two foundational questions
 - What do you want them to learn?
 - What evidence would you accept to prove they learned it?
- Based on the planning criteria discussed earlier, develop a professional learning outline that would improve the evaluation results of your typical presentation



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Strong professional
learning is
amplified

by a **strong** learning
ENVIRONMENT



Strong Professional Environment



- Supportive principal
- School culture of trust
- Consistent order and discipline
- Opportunities for peer collaboration (guided to address student learning)
- Fair teacher evaluation process with meaningful feedback
- Effective professional learning



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“If you can’t measure it,
you can’t improve it.”

- Lord Kelvin

Thank you!

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