

Professional Learning Interim Study IS 19-16

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OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

ESSA

Every Student Succeeds Act

Title VIII, Section 8002

Professional development means activities that —

(A) provide **educators** with **knowledge** and **skills** necessary **to enable students to succeed** in a well-rounded education and to meet challenging State academic standards; and

(B) are **sustained, intensive, collaborative, job-embedded, data-driven,** and **classroom-focused.**



Standards for Professional Learning

The logo for Learning Forward features the word "learning" in a blue, lowercase, sans-serif font, followed by "forward" in a green, lowercase, sans-serif font. To the right of the text is a graphic of orange dots of varying sizes arranged in a pattern that suggests movement or a path forward.

learningforward

THE PROFESSIONAL LEARNING ASSOCIATION



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
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Standards for Professional Learning

Professional learning that increases
educator effectiveness and results for
all students . . .

Learning Communities

Leadership

Resources

Data

Learning Designs

Implementation

Outcomes



Research on Professional Learning Standards

Southern Regional Education Board (SREB) Report
May 2016

Professional Learning: Trends in State Efforts

- Establish clear expectations for high-quality professional learning
- Provide guidance & technical assistance
- Offer professional learning
- Use data & accountability for continuous improvement



Professional Learning (PL) Focus

- Provides educators the opportunity to determine their individual growth goal for the school year
- Empowers educators to take ownership in their individual Professional Learning Focus



PL Focus Requirements

- Establish the annual growth goal in collaboration with their evaluator by the end of the first nine weeks of the school year
- Select evidence-based, researched practices that correlate with student achievement
- Correlate with an indicator from the educator's TLE model
- Correspond with the educator's current job description



Most Selected PL Focus Topics for 2018-2019

1. Discipline
2. Explains Content
3. Involves Learners
4. Tracking Progress
5. Planning Lessons
6. Using Data



OSDE Strategies to Reach Educators

Professional Learning Delivery-

- EngageOK On-The-Road Summer Conference
- Regional and Virtual Workshops
- OKEdge Statewide Platform
- TeleEDge (partnership with Project ECHO)



Teacher Induction Program – Current Reality

- Designated mentor for one year
- Funding for mentors left to districts' discretion
- Teacher Induction Program for mentors and first-year teachers varies by district
- First Class Cohort 2



Teacher Induction Program – Best Practices Nationwide

- Multi-year support (2-3 years)
- Funding for mentors
- System supports that serve all first-year teachers equitably

The more comprehensive the induction program, the better the retention.

Ingersoll & Merrill, 2010



Professional Learning Funding History

