Professional Learning Focus

What are you trying to accomplish?

- Providing continuous PL based on Malcolm Knowles principles of andragogy that allows for teacher implementation and reflection. Malcolm Knowles Principles highlights that learning for adults must be self driven with ownership in learning. Adults need to be involved in the planning and evaluation of their instruction. This will be done through content PLCs and pop up PL.
- 100% attendance for PL by 2023
- Creating a school resource around Culturally Responsive Teaching
- Providing teachers with a bank of engagement tools that can be applied to any classroom.
- Providing pop up PL that allows time to learn, implement, and reflect

Short Term Goals	Mid Term Goals	Long Term Goals
• Offer Pop Up PL that allows for implementation and reflection. • Create an Engagement Tool Kit.	• Test engagement tool kit with departments, blt, and coaching partners for feedback. • Develop PLC model • PLC cohorts will start meeting February/March	• Develop Instructional Team knowledge of PLCs- ongoing • Have final models for PLC, Engagement Toolkit, and Culturally Responsive teaching by 2021-2022 school year.

	2021	

Why are you trying to accomplish it?

- Last year's data from the teacher reflection surveys showed that they wanted deeper dives into the PL topics and application to their content area. To account for this we are going to implement high standards of professional learning that is ongoing and allows for time to implement strategies and reflect as a content team. Content PLCs need to start focusing on goals as a content team and need to use protocols to evaluate teacher and student work to improve instructional practice and student performance. This will be a shift from department planning/pacing meetings.

How will you know when you have accomplished it?

- The PLC surveys
- Protocol examples from PLC meetings evaluating student and teacher work
- Micro teaching and mini PL in PLC meetings
- Student sample work from implementation of PL strategies
- By 2021-2022 school year we will have a PLC model, CRT Tools, and Engagement Tools for teachers.

Activities:
- Instructional Team will create necessary components of a PLC PL document.
- Instructional Team will assist PLCs in running protocols during meetings.
- Instructional Team will create PL reflection survey to gather data.
- Instructional Team will create an engagement tool kit for the classroom. Will model in staff meetings.
- Pop up PL will also be offered to hit relevant topics and instructional technology requested by teachers. These pop up sessions may also include series that are ongoing.

Evidence:
- Teacher reflection surveys on PL
- Teacher PLC documentation on implementation and reflection during meetings. Will include samples of protocols from PLC meetings
- Record of the PL and PLC attendance

Resources

Critical Thinker   **Collaborator**   **Quality Character**   **Global Citizen**

Communicator   **Creative Thinker**

CRT Model

All PL materials will be housed in our HSHS Professional Learning Schoology Course- Link Here	**PL Learning Surveys** - **2020/2021 PL Teacher Survey**- This survey was conducted at the end of the 2019/2020 school year. - **Updated HSHS 2020-2021 Pl Survey**- This survey was conducted in October of 2020.	**HSHS 2020-2021 PL Reflection Report**	**HSHS 2019-2020 Professional Learning Document- Link Here**

HSHS 2020-2021 Professional Learning

Date	Description	Learning Sessions	Reflection Survey Results
August Teacher Week	Due to virtual teaching for the first 9 weeks- this week of pl was mostly spent on helping teachers organize their online courses through Schoology.	**Schoology Deep Dive and Organization** **Introduction to HLP** **Digital Citizenship Training** **Co-Teaching PL** **New Teacher Orientation**	*Due to the nature of virtual teaching there was no reflection for these sessions.
10/22/2020-11/04/2020	Plan B was a three part series on how to come up with a backup plan if technology fails. Part 1 went over how to have a plan b. Part 2 allowed teachers to practice applying plan b to a model lesson plan. Part 3 they applied a plan b to their own lesson plan.	**Plan B Learning Session Parts 1-3**	**Plan B Part 1 Survey** **Plan B Part 3 Survey**
11/03/2020	This PL was designed to have teachers use different online platforms to make teaching virtually more streamlined. We held sessions on Powerschool 102, Schoology Rubrics, Schoology Tools, Microsoft Teams 102, and Schoology	**Teacher Smarter Not Harder**	**Teacher Smarter Not Harder PL Survey**

	gradebook sync.		
11/10/2020-12/04/2020	Teacher participated in a three part series on running breakout rooms in the classroom. Part 1 focused on how to use the Google Meet Breakout Room extension. Part 2 teachers worked in small groups on how to implement breakout rooms. They came up with ideas on how to group, norm, assign roles, and provide support. Part 3 allowed the teachers to implement a breakout room and come back to reflect on the experience.	• **Virtually Breaking Out PL**- Parts 1-3	**Virtually Breaking Out Part 1 Survey** **Virtually Breaking Out Part 2 Survey** **Virtually Breaking Out Part 3 Survey**
02/02/2021-03/04/2021	This is a three part series where teachers will learn the different methods of parallel/hybrid teaching, workshop a lesson as a team for in person return, and reflect on the impact of their lesson.	**HSHS/ACE Parallel/Hybrid PL Part 1** **HSHS/Ace Parallel/Hybrid PL Part 2**	**Parallel/Hybrid Reflection Survey**
02/10/2021 and 03/12/2021	PLC leads will attend a two part training on how to run effective PLC meetings. We will focus on agendas, relationship building, goal setting, data, using protocols, and debriefing.	**HSHS PLC PL**	**PLC PL Reflection Survey**

03/24/2021	PLC leads will talk about goal setting as a PLC lead for their team. The leads will also look at the Instructional Leadership Teams goals for PLCs and give their input.	**PLC Goals Document** **PLC Goal Setting Jamboard**	See materials and reflection in PL reflection document.
04/20/2021 and 04/27/2021	Familiarize yourself with the HCPS Parallel Hybrid <u>Station Rotation Strategy</u> on HCPS-U and begin discussion on how to apply to the classroom.	**Station Rotation PL**	**Station Rotation Reflection Survey**
04/28/2021	Teachers Katherine Leonard and Dawn Sherwood lead PL on Whiteboard Chat and how teachers can apply this technology in the classroom effectively.	**Whiteboard Chat PL Materials**	**Whiteboard Reflection Survey**

HSHS PLC Development Documentation			
PLC Leadership Professional Learning Sessions	**PLC Surveys**	**PLC Goals Document Calendar Timeline**	**PLC Protocol Examples**

HSHS Engagement Toolkit Documentation

HSHS Engagement Toolkit Document	Engagement Toolkit Feedback Survey

Calendar- Mapping Goals

December 2020	January 2021	February 2021	March 2021	April- June
● Instructional team will continue book study on "Facilitating Teacher Teams and Authentic PLCs" by Andrew O'Carroll and Smith will create rough draft outline of engagement tool document/resources ● Offer pop up PL	● Instructional team will continue book study on "Facilitating Teacher Teams and Authentic PLCs" by Andrew ● The instructional team will create PLC models and document outlines. ● Create PLC Reflection Survey and Student	● Choose and train PLC Leaders. ● Share engagement tools with a pilot group of teachers. ● Offer pop up PL as needed.	● PLCS will start using protocols during meetings ● Offer pop up PL as needed.	● PLCs will continue to use protocols in their meetings to evaluate work. ● Release engagement tool resources. ● Start crafting CRT model.

as needed.	Survey to gather data			
	● O'Carroll and Smith will try trial run of PLC.			
	● Finalize Engagement Tool Document and get feedback. from the team.			
	● Offer pop up PL as needed.			

2021-2022 School Year

- Teachers will be provided with Engagement Tool documents and resources.
- Teachers will be provided with CRT documents and resources.
- PLCs will continue to meet and develop from the previous school year.
- PLCs will continue to gather data, resources, and student feedback.
- PLC's will use protocols and demonstrate microteaching or mini pls during their meetings.
- Pop Up PL will continue as needed.