



GLAD Summer 2024

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1. **Purpose:**

GLAD (Guided Acquisition Language Design), in partnership with [BeGLAD](#), is Oakland USD's foundational PD for elementary educators. GLAD is designed to provide teachers with foundational knowledge about **language acquisition, language, literacy, and cross-cultural skills** development.

2. **Audience:**

In Oakland, we believe that all teachers are language teachers and responsible for Oakland's ELLs academic achievement. For this reason, **all OUSD K-5 educators** are encouraged, expected and supported to become GLAD-trained teachers. Principals and other OUSD may be eligible to take GLAD training, but we are only able to compensate OEA members at the moment.

3. **Background:**

Since 2016, OUSD has partnered with BeGLAD to consistently provide Oakland teachers with a strong language foundational training. However, some Oakland teachers have been GLAD-trained more than 20 years ago! **Around 40% of Oakland elementary teachers are currently GLAD-trained** (or 467 educators, coaches and school principals)

4. **PD Structure:**

GLAD official training consists of **20 hours of self-paced video modules** where teachers learn about effective research-based strategies for content, language & literacy acquisition. In Oakland, we amplify this learning by providing **one in-person session before the online modules** where



teachers are introduced to the most important concepts about language acquisition and learning. This session grounds the GLAD training in research and also offers an integrated vision for language and literacy instruction in OUSD. Finally, we provide **one in-person practicum session after the online modules** where teachers observe and analyze GLAD units being taught by experienced and GLAD-trained Oakland teachers during Summer school.

DAY 1 - Why	DAY 2 - what	DAY 3 - what	DAY 4 - what	DAY 5 - how
6/3	6/4	6/5	6/6	6/7
In-person: Vision and Grounding in Language Learning & Acquisition for Oakland MLs @Highland	<u>Online Self-paced:</u> Video modules (GLAD training) Available In-person workspace at ICS	<u>Online Self-paced:</u> Video modules (GLAD training) Available In-person workspace at ICS	<u>Online Self-paced:</u> Video modules (GLAD training) Available In-person workspace at ICS	In-person: GLAD lesson observation, analysis and reflection at Highland/ICS

5. Compensation:

OUSD provides [BeGLAD training](#) (\$1400 value) for free for qualifying OUSD staff (teachers, principals, RSP, SPED teachers, etc). In addition to that, **OUSD compensates OEA members for 30 hours of training** (at PD extended contract rate), including:

- 5 hours on day 1 in-person training,
- 20 hours of online self-paced training on days 2-4, and
- 5 hours of in-person practicum at one of the OUSD SAILL Summer school programs.

Compensation is based on extended contract hours, as per our [OUSD:OEA contract](#).

In order to get compensated, participants must:

- Attend the 2 in-person sessions and complete the online training.
- Upon completion, participants must email Tasneem Arain at certs@begladtraining.com and request a certificate of completion.
- Once provided, participants must email the certificate to Abel Guzmán (abel.guzman@ousd.org).
- Once received, Abel will share an attendance form that once completed will lead to compensation (compensation usually delays ~2 months from the completion date).

6. Outcomes - Educators will:

- Understand the research and theoretical framework for (2nd) language acquisition, metacognition, and motivation for learning. (ELL Focal Indicator 2.4)
- Learn how to build a classroom environment that values students and provides authentic opportunities for use of academic language, maintaining the highest standards and



expectations for linguistically and culturally diverse learners in Oakland. (ELL Focal Indicator 2.1)

3. Promote student participation and collaboration, negotiating for meaning, and comprehensible output. (ELL Focal Indicator 2.3)
4. Understand the purpose of and implementation of GLAD strategies in support of language integration in content subject instruction (learning language, learning through language, learning about language) (ELL Focal Indicator 2.1, 2.2, 2.3 & 2.4)

* Please visit [ELL Master Indicators Overview](#) for more information about the ELL Focal Indicators.

7. **Ongoing Support & Implementation:**

Once an OUSD educator completes the training, they become GLAD CE (certified educator). GLAD CEs — or GLADed teachers — are **supported by ELLMA and the GLADed community in OUSD** in implementing GLAD in their lessons. ELLMA has a GLAD folder where resources, videos, lessons and much more can be found and used by teachers.

Additionally, ELLMA offers **GLAD PLCs** in conjunction with PreK's POLL-trained educators. These PLCs, spread out throughout the school year and offered on Saturday mornings, offer Oakland educators the opportunity to:

- a. Build community among GLAD CEs,
- b. Review and experience focal GLAD strategies modeled by ELLMA Specialists (and other GLAD educators sometimes!), and
- c. Intentionally plan for GLAD integration in EM2, EL Ed, Benchmark or FOSS lessons.

Finally, ELLMA is investing in **ACE training**, Advanced Certified Educators, who can champion GLAD implementation at focal sites. If you are already a GLAD CE and are interested in this opportunity, contact abel.guzman@ousd.org and jessica.jung@ousd.org.

8. **GLAD and OUSD Adopted Curriculum (EM2/EL Ed/Benchmark/FOSS):**

EM2 and EL Ed/Benchmark offer great language integration practices. GLAD does not substitute EM2 or EL Ed/Benchmark. On the contrary, **GLAD offers strategies to amplify comprehension and expression of the content learned in the classroom through the adopted curriculum.** ELLMA supports GLAD integration in OUSD's adopted curriculum during GLAD PLCs, and also partners with focal schools that design intentional PD around language development in content areas. Teacher leaders and school principals can reach out to ELLMA to design such PD cycles!

ELLMA Team Members supporting GLAD:



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

- [Nicole Knight](#): **Executive Director**, ELLMA
- [Bernadette Zermeno](#): **PreK-TK Specialist**
- [Jessica Jung](#): Elementary **Newcomer Specialist**
- [María Inglés López](#): **N2 Elementary Language Specialist**
- [Katia Dunkel](#): **N3 Elementary Language Specialist**
- [Abel Guzmán](#): **N4 Elementary Language Specialist**
- [Mike Ray](#): **ELD Coordinator**