Strategic Action Update: Division Professional Learning Plan

DEPARTMENTS OF INSTRUCTION AND HUMAN RESOURCES AND TALENT DEVELOPMENT
DR. PAULA HUFFMAN, DIRECTOR OF TALENT DEVELOPMENT
DR. ASHLEY ELLIS, ASSISTANT SUPERINTENDENT FOR INSTRUCTION
## LCPS Strategic Plan

### Goal 2: Cultivate a high-performing team of professionals focused on our mission and goals.

### Topic: Division Professional Learning Plan

<table>
<thead>
<tr>
<th>STRATEGIC ACTION</th>
<th>PERFORMANCE MEASURE</th>
<th>DESIRED OUTCOME</th>
</tr>
</thead>
</table>
| LCPS will develop and implement a five-year division professional learning plan to provide high quality, ongoing, and job-embedded professional development pertaining to teaching and learning to meet the goals of the LCPS Strategic Plan. | - Completed professional learning plan that is aligned to LCPS Strategic Plan and includes  
  o Leadership development  
  o One to the World (including personalized learning, project-based learning, Loudoun Creates, and knowledge, competencies and dispositions)  
  o Instructional technology  
  o Cultural competency  
- School-based professional learning plans aligned to division professional learning plan  
- Plan and report out on evaluation of professional learning activities | FY16 Baseline  
Complete landscape analysis of existing initiatives and professional learning opportunities.  
FY17  
Identify long and short term professional learning goals and incorporate into comprehensive plan.  
FY18  
Implement professional learning plan and engage in ongoing process of monitoring and revising.  
FY19  
Implement professional learning plan and engage in ongoing process of monitoring and revising.  
FY20  
Implement professional learning plan and engage in ongoing process of monitoring and revising. |

Adopted by the School Board on June 28, 2016
Empowering All Students to Make Meaningful Contributions to the World
Professional Learning

- Safe & Supportive Learning Environment
- Data to Support Student Success
- Powerful Planning
- LCPS Five Cs

- Technology Enabled
- Blended/Personalized Learning
- PBL
- Student Agency
- Assessment & Internal Accountability

- Deeper Learning

- Performance Assessments
Our Approach to Professional Learning

- Personalized
- Competency-Based
- Motivating
- Relevant
- Respectful
- Collaborative
- Sustainable
Leadership Development

DEPARTMENT OF HUMAN RESOURCES AND TALENT DEVELOPMENT

DR. PAULA HUFFMAN, DIRECTOR OF TALENT DEVELOPMENT
Loudoun County Public Schools Pipeline to the Principalship

Educational Leadership Information Events and Cohorts

Future Leaders Seminars and Professional Learning

New Administrator Summer Onboarding
Loudoun County Public Schools
Pipeline to the Principalship

- New Dean
- New AP Support
- Lead Loudoun Aspiring Principal Academy
- New Principal Cohort/Principal Mentoring
Educational Leadership
Information Events and Cohorts

To build awareness of Educational Leadership as a potential career path
To offer accessible avenues for initial Leadership Certification such as the LCPS GMU Master’s and GW Post Master’s Admin Certificate cohort
To partner with Higher Education Institutions to support the administrative internship experience
Future Leaders

Provides an opportunity for LCPS Networking and continued professional learning for those enrolled in a leadership program or recent graduates

Nationally recognized leadership authors and LCPS leaders provided program content
New Administrator Summer Onboarding
New Dean and New AP Support

Two day experience provides an in-depth overview of LCPS departments, LCPS policies and the evaluation process

New Dean and New AP course on Building Instructional Leadership
Educational Leadership Simulations Program was utilized
Lead Loudoun
Aspiring Principal Academy

Provides participants an in-depth look at the personal human resources and skills necessary to be a principal

Participants interact and learn from experienced principals and district leaders

Program standards are based on the Professional Standards for Educational Leaders (2015)
New Principal Support

Quality support for new principals through New Principal Cohort and Principal Mentoring.

Mentoring provides encouragement, coaching and guidance in a one-to-one relationship for first two years of service.

New Principal Cohort topics based on new principal needs assessment and PSEL standards.
Support Services Leadership Programs

Six Support Services Leadership Academies with 131 participants to date, sessions also provided for Cafeteria Managers

Focus on: Communication, Customer Service, Conflict Resolution, Team Building, Giving Feedback, Cultural Competency and Employee Relations

Arbinger Training in Developing and Implementing an Outward Mindset for Transportation leadership with upcoming sessions for other...
Program Impact  July 2016 to present

<table>
<thead>
<tr>
<th>Program Name</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schools Served with New Principals</td>
<td>28</td>
</tr>
<tr>
<td>Future Leaders (Fall and Spring)</td>
<td>50 at each session; 20 in book study</td>
</tr>
<tr>
<td>New Administrator Summer Onboarding</td>
<td>28</td>
</tr>
<tr>
<td>New Deans and New Assistant Principals Course</td>
<td>36</td>
</tr>
<tr>
<td>Lead Loudoun Aspiring Principals</td>
<td>41</td>
</tr>
<tr>
<td>Support Services Academy Graduates</td>
<td>131</td>
</tr>
<tr>
<td>Central Office Book Study/Senior Staff Fierce Conversations</td>
<td>40, 43</td>
</tr>
<tr>
<td>Principal Mentors</td>
<td>26</td>
</tr>
<tr>
<td>Enrolled in a Master’s or Certificate LCPS Cohort</td>
<td>67</td>
</tr>
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Leadership Development

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Professional Learning

DEPARTMENT OF INSTRUCTION

DR. ASHLEY ELLIS, ASSISTANT SUPERINTENDENT FOR INSTRUCTION
Safe & Supportive Learning Environment

Performance Assessments

Technology Enabled

Data to Support Student Success

Powerful Planning

LCPS Five Cs

Deeper Learning

PBL

Assessment & Internal Accountability

Student Agency

Blended/Personalized Learning

Professional Learning
Professional Learning Plan

2020

PBL
Pursuing Deeper Learning

- Safe & Supportive Learning Environment
- Data to Support Student Success
- Powerful Planning
- LCPS Five Cs
- Technology Enabled
- Performance Assessments
- Blended/Personalized Learning
- PBL
- Assessment & Internal Accountability
- Student Agency
# Personalized Learning

<table>
<thead>
<tr>
<th>Wave 1 Schools</th>
<th>Wave 2 Schools</th>
<th>Wave 3 Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belmont Station ES</td>
<td>Eagle Ridge MS</td>
<td>Algonkian ES</td>
</tr>
<tr>
<td>Catoctin ES</td>
<td>Emerick ES</td>
<td>Balls Bluff ES</td>
</tr>
<tr>
<td>Discovery ES</td>
<td>Evergreen Mill ES</td>
<td>Dominion Trail ES</td>
</tr>
<tr>
<td>Forest Grove ES</td>
<td>Frederick Douglas ES</td>
<td>Potowmack ES</td>
</tr>
<tr>
<td>John W. Tolbert ES</td>
<td>Guilford ES</td>
<td>Sugarland ES</td>
</tr>
<tr>
<td>Rolling Ridge</td>
<td>Madison’s Trust ES</td>
<td>Sycolin Creek ES</td>
</tr>
<tr>
<td>Rosa Lee Carter</td>
<td>Sanders Corner ES</td>
<td>Blue Ridge MS</td>
</tr>
<tr>
<td>Sterling ES</td>
<td>Seneca Ridge MS</td>
<td>Brambleton MS</td>
</tr>
<tr>
<td>Sully ES</td>
<td>Smarts Mill MS</td>
<td>Harper Park MS</td>
</tr>
<tr>
<td>Waterford ES</td>
<td>Stone Hill MS</td>
<td>JL Simpson MS</td>
</tr>
<tr>
<td>Belmont Ridge MS</td>
<td></td>
<td>Sterling MS</td>
</tr>
<tr>
<td>Farmwell Station MS</td>
<td></td>
<td>Heritage HS</td>
</tr>
<tr>
<td>J. Michael Lunsford MS</td>
<td></td>
<td>Park View HS</td>
</tr>
<tr>
<td>Trailside MS</td>
<td></td>
<td>Tuscarora HS</td>
</tr>
<tr>
<td>Riverbend MS</td>
<td></td>
<td>Loudoun Valley HS</td>
</tr>
<tr>
<td><strong>TOTAL SCHOOLS: 40</strong></td>
<td></td>
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</tbody>
</table>
Additional Professional Learning

Cognitive Coaching

Adaptive Schools

Fierce Conversations
Cultural Competency

Department of Social Science and Global Studies has been providing professional learning on Teaching Sensitive Topics.

- Plans for 2018-19 and beyond is to expand and extend this professional learning for educators

DOI Equity Team developing plan to provide equity and culturally responsive instruction training to school leaders and instructional staff.

Unconscious bias training and hiring with equity training has been provided to hiring managers and is being expanded to include more teachers who serve on interview panels this summer.

- More information was provided in the February 27 recruitment strategic action update.

A diversity and inclusion component on unconscious bias is incorporated into the Support Services Leadership Academy.
Instructional Technology

BYOT

1:1 Roll Out (43 schools in Year 1)

Computer Science
- Computer Science Immersion Schools
- Computer Science Integration
Building Capacity

PBL 101
PBA
PL Champs
Cognitive Coaching
Adaptive Schools
Fierce Conversations
School-based Professional Learning

Continuous School Improvement

Support schools in Comprehensive Needs Assessment

Schools develop goals and action steps to address identified areas for growth and sustain areas of strength

School-level plans analyzed to identify and plan for possible supports to schools
Next Steps

Continue to build capacity
Continue to offer professional learning aligned to the building blocks
Continue to evaluate professional learning and programs, revise long-term plan as needed
Create surveys for professional development
  ◦ Immediately following the workshop
  ◦ 6 months following the workshop
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