



## Enhancing Teacher Effectiveness



### Overview

We will work hand in hand with each district's leadership team to develop a professional development plan that best supports each site's unique structures and operations. We realize that one solution does not fit all, and we have extensive experience in creating customized implementation and professional development plans that capitalize on the existing framework that lead to enhanced student and teacher success.

Experts in the field of professional development and training agree that increasing the amount of focused professional training and coaching is beneficial, resulting in an increased proportion of instructional skills that educators implement in the classroom. Our professional development programs incorporate the research findings of such individuals as Marzano and Daniels, whose research offers effective strategies for increasing achievement. We also emphasize the findings of Joyce and Showers, who indicate that opportunities for practice, observation, feedback, coaching, and modeling of essential skills are necessary instructional elements leading to improved achievement. Our programs also reflect current research in best practices for staff development by including curriculum mapping, a systematic analysis and alignment that is a valuable component of curriculum renewal and development.

We will therefore focus on data analysis; identifying opportunities for intervention, data collection/differentiated instruction, and Real-Time Professional Development.

# Enhancing Teacher Effectiveness

Teachers will collaborate to learn how to address specific instructional needs that ensure deep implementation of best practices. We will provide targeted, aligned, and differentiated professional development that fosters collaboration, communication, and reflection in ways that will improve their effectiveness. As part of the process, we will provide meaningful, clear, and timely feedback and frequent opportunities to practice skills.

## What Vantage Learning Will Do:

- Provide a process that includes modeling, coaching, observation, feedback, reflection, analysis, sharing, and ongoing support
- Expand teachers' knowledge of research-based instructional skills
- Work with teachers and students in “real-time” in the classroom
- On-the-spot support and feedback
- A job-embedded approach to learning for teachers
- A focus on learning by doing
- An implementation plan that promotes immediate application of what has been learned
- Ongoing implementation support to ensure successful integration of district curriculum and achievement goals

## Dynamic Professional Development Plan:

This may include the following offerings:

- An initial planning/collaboration session
- A minimum of three on-site workshops
- Monthly interactive webinars to include topics developed collaboratively with teachers that review and follow up the on-site trainings
- Ongoing coaching and mentoring at least one day per month
- Feedback to teachers both on-site and virtually
- Engage in reflective debriefing sessions with all stakeholders following coaching and mentoring sessions
- Work collaboratively with teachers to design and implement PD materials, modules, and teaching guides

*An optional Train the Trainer model can be offered to further enhance to the process.*