



A Look at Learning Professional Development

A Look at Learning (A.L.L.) Implementation Plans

A Look at Learning (A.L.L.) Implementation Plan – Sample 1

Year 1 Implementation Plan for A.L.L.

August: 3 days of Training of Trainers

2 Site Administrators

2 District Office Administrators

2 Focus on Standards and Assessments (FOSA) Coaches

2 ELD Coaches

September 2009: Training Roll Out

1. Training for District Leadership Team (DLT) and Coaches Administrator/DO Team will train DLT

FOSA and ELD trainer team will train FOSA & ELD Coaches

2. Implementation Planning

Principals and FOSA coaches/ELD Coaches will develop site level implementation plans

Could include: Training focus grade level, whole school

3. Ongoing monitoring

Sarah and Chelsea will use the *A.L.L.* tools throughout the year with ELD coaches and FOSA coaches

4. TOT will attend 4 days of follow up training through COE

Spring: DLT Check In and planning for Year 2

Year 2

FOSA Coaches extend coaching model beyond ELD into content areas

Implementation moves to additional grades depending on school site

Budget:

Initial Cost for TOT and License Fee:

\$12,000

\$4000 (access to tools)

\$1200 stipends for TOT or flex days?

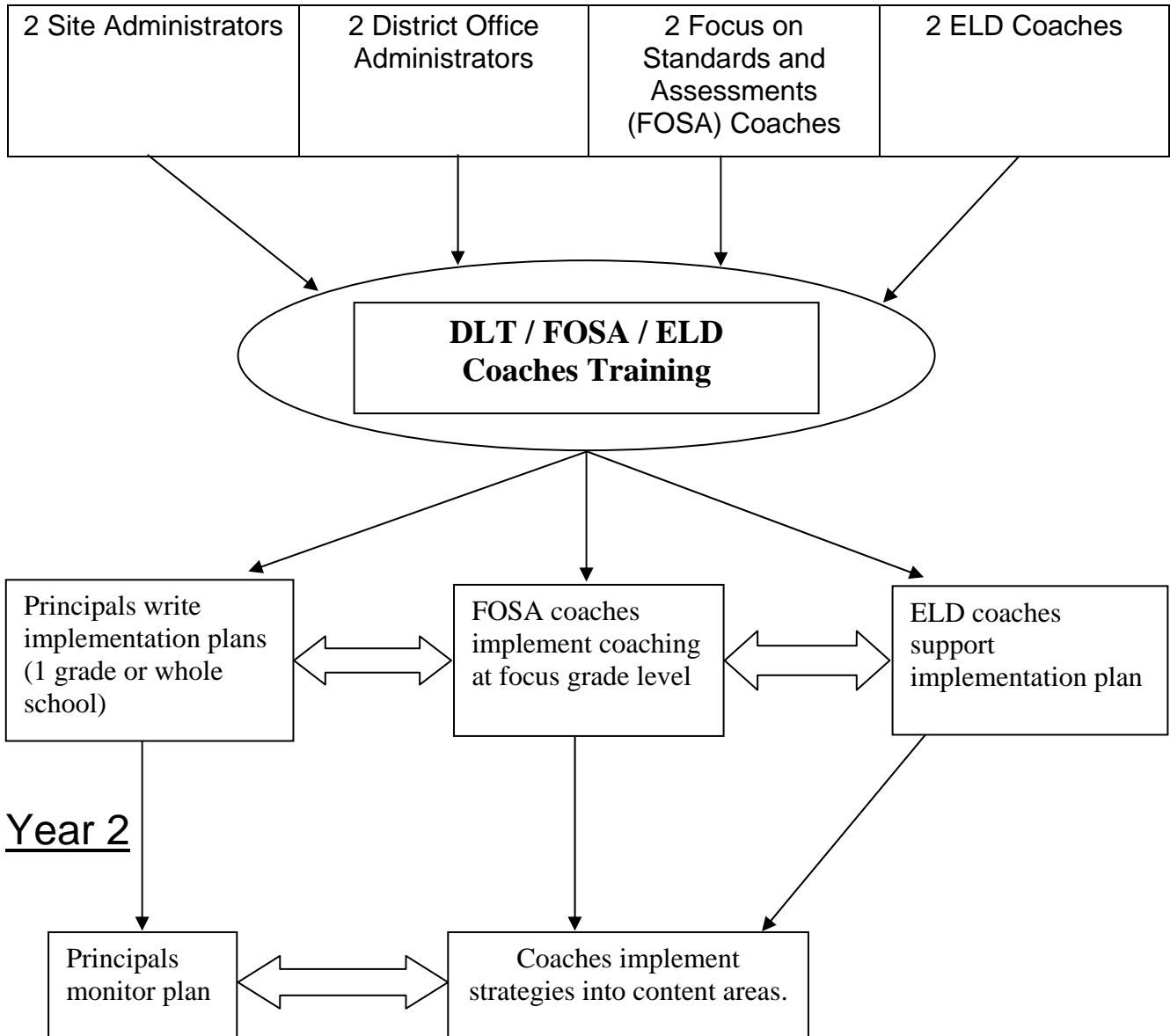
Ongoing annual cost: \$4000 for access to online tools



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A Look at Learning (A.L.L.) Implementation Plan – Sample 1 Flow Chart

Year 1





A Look at Learning Professional Development

A Look at Learning (A.L.L.) Implementation Plan – Sample 2

The district is implementing a professional development program called **A Look at Learning** in collaboration with the Santa Clara County Office of Education. This professional development will occur at all 13 Berryessa Schools during the 2009-2010 school year during four designated site staff development days.

All principals will be trained as trainers of the program **A Look at Learning** and will be responsible for monitoring the implementation of the program at their school sites. They will not only provide the staff training during the four designated site staff development days, but they will also review strategies during monthly staff meetings. In addition, the principals will be able to use some of the 10 minute focus lessons during staff meetings.

The purpose of **A Look at Learning** is to maximize English learner achievement by enabling teachers and administrators to understand the key features of ELD and SDAIE. Each school will select one of four focus areas that contain observable teacher practices and student engagement behavior. The four focus areas are: Learning Environment, Planning, Applying Best Teaching and Learning Strategies, and Using Assessment for Differentiation.

Teachers will plan ELD and SDAIE lessons and identify the focus area for observation. Principals will observe and record evidence related to the selected focus area. Teachers will reflect on the focus area and identify next action steps.




Principals' Role Monitoring and Training

1. All principals will be trained as the trainer for the *A Look at Learning* program, and will be responsible for implementing this program at their sites for 2009-2010. They will be required to send the district an overview of the focus of each training they use during each site staff development day.
2. All principals will be responsible for monitoring elements of the training through walk-throughs, observations and staff discussions.
3. Principals will be responsible for ensuring that every child is scheduled into the appropriate ELD classroom, that instruction occurs for 45 minutes (30 for kindergarten) a day at the appropriate level, and that children have the opportunity to move forward or receive intervention when needed. Principals will provide a schedule to the district office by the end of September.



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A Look at Learning (A.L.L.) Implementation Plan – Sample 3

Year One Implementation Plan for A.L.L.		
When 	Who 	What 
8/18 /09	Engle and MacArthur	<ul style="list-style-type: none"> • Create excitement with the principals; share a clip of a video clip. Share the key components of the A.L.L. system for improving English Learners Academia Achievement. • Share the implementation plan and ask for feedback and support.
9/8/09 District Instructional Meeting	Engle, MacArthur, and site principals	<ul style="list-style-type: none"> • Review the list of participating teachers from each school site, update if necessary. • Share ideas for how we are going to introduce and incorporate A.L.L in the PLC (ELD)
9/15/09 First PLC meeting.	MacArthur and participating teachers	<ul style="list-style-type: none"> • Purpose of PLC's • Activity/visual to demonstrate the need to have a system for improving English Learners Academia Achievement. <ul style="list-style-type: none"> ○ Have teachers share strategies, trainings, readings, and research related to effective instruction for ELLs, have teachers write their responses on sentence strips, put them in a bag or suitcase, make sure the suitcase has books, binders, and other items that indicate training or staff development trainings. Communicate that collectively we have a wealth of strategies and resources, some we use occasionally, others we have forgotten about, and others we don't know how or when to use them. • MAKE SURE TO COMMUNICATE THAT IT IS NOT ONE MORE THING TO BE ADDED TO THEIR ALREADY BUSY SCHEDULE, BUT A WAY TO IMPROVE ON THEIR TEACHING PRACTICES IN A COLLABORATIVE WAY.
9/22/09 District Instructional meeting	MacArthur Engle Site principals	<ul style="list-style-type: none"> • Update the principals on the 9/15 PLC • Brainstorm how principals can support their participating teachers.
10/20 /09 Second PLC meeting	MacArthur Participating teachers	<ul style="list-style-type: none"> • Introduce norms of effective collaboration • Facilitate a process to assist teachers to select a Focus Area. • Review ELD Observation Summary Form (k-12) <ul style="list-style-type: none"> ○ Emphasis on their selected Area of Focus.
10/27/09	MacArthur Engle Site principals	<p>Update the principals on the 10/20 PLC</p> <ul style="list-style-type: none"> • Brainstorm how principals can support their participating teachers.
<ul style="list-style-type: none"> • PLC's will take place the third Tuesday of every month • District Instructional meetings take place every other Tuesday. <ul style="list-style-type: none"> ○ The goal is for principals to be trained during the District Instructional meetings so they can support their participating teachers at their school site. 		



A Look at Learning Professional Development

A Look at Learning (A.L.L.) Implementation Plan – Sample 4

A Look At Learning Implementation Plan/Year 1 2009-2010

- Summer Training Team: Director of Categoricals
- District ELL Coach.....
- Three 50/50 Site Administrators.....
- One Lead Teacher/EPF.....

The Summer Training Team will inservice the English Learner Program Facilitators (EPFs) and designated site administrators on the following A.L.L content.

- Enabling teachers and administrators to understand key features of ELD and SDAIE settings as we continue to build our Professional Learning Communities.(PLCs)
- Determine focus areas
- Introduce tuning protocol
- Introduce language objectives

The trainings for EPFs will be on the following dates:

9/21/09 11/16/09 1/25/10 3/15/10 5/24/10
3:30 PM _____ Middle School Rm. #3

The EPFs will be meeting with their ELL Grade Level Leads on a monthly basis discussing specific A.L.L. content that has been determined by the Summer Training Team. The EPFs will be required to keep Learning Logs on these meetings which will be submitted to the Director twice a year.

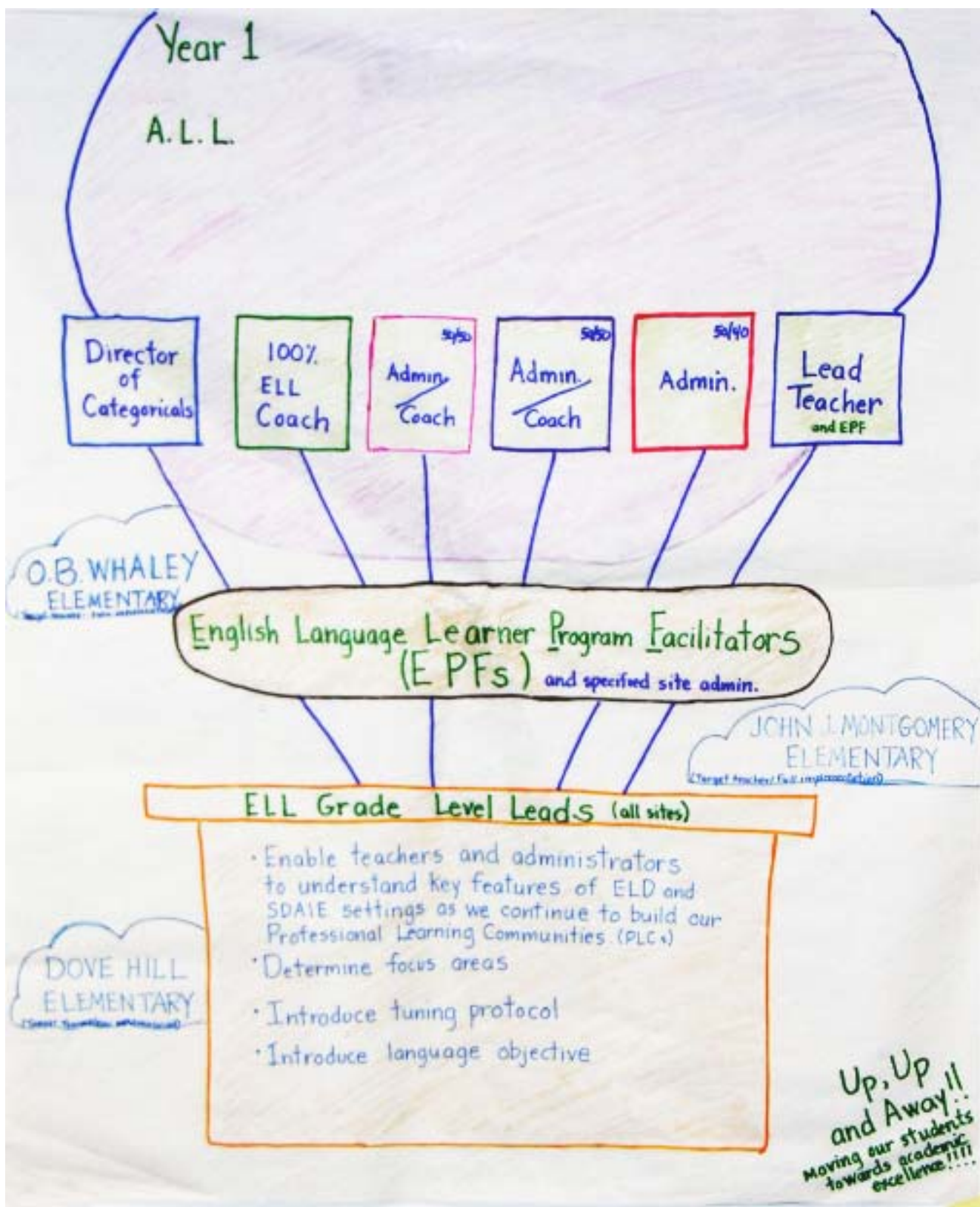
** The district wide involvement for this year will begin as dialogue and an introduction to the new terms and language as well as bringing clarity to ELD and SDAIE.

Focus Schools: _____, _____ and _____ will each have target teachers that will have full implementation of A.L.L. The comprehensive data analysis will be submitted by these target participants.

We hope to add more schools and/or teachers to this plan as the implementation evolves.



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A.L.L. Implementation Planning Template

Scenarios for Implementation/Procedures	Possible Issues and Solutions	Resources	Timeline/Person Responsible
Grade-level or department meetings			
Whole school			
After school			
Voluntary participation			
Other			