

### VII.3 Professional Learning

**Intro Session:** Please complete the questions below as they apply to your recommended introductory professional development session/s for a district that has adopted your materials. Information should apply to the minimum level needed for strong implementation of materials.

Duration (hours):	ARC's Professional Development is available in increments of "days" (up to an eight-hour day with a single ARC Executive Coach). The total number of Professional Development days, time of year, language of instruction (English and/or Spanish), and recommended service types of Professional Development can all be modified to best serve the district and/or school.
Cost (per teacher):	Professional Development is priced per day. For most up-to-date pricing, please visit <a href="http://www.americanreading.com">www.americanreading.com</a> .
In Person or Virtual:	Virtual support is available as needed when the necessary content/support is suitable for this format and in-person support is not possible.
Other specifications:	

**Ongoing/Follow Up Training:** Please complete the questions below as they apply to your recommended ongoing/follow up professional development sessions for a district that has adopted your materials. Information apply to the minimum level needed for strong implementation of materials.

Duration (hours):	ARC's Professional Development is available in increments of "days" (up to an eight-hour day with a single ARC Executive Coach). The total number of Professional Development days, time of year, language of instruction (English and/or Spanish), and recommended service types of Professional Development can all be modified to best serve the district and/or school.
Cost (per teacher):	Professional Development is priced per day. For most up to date pricing, please visit <a href="http://www.americanreading.com">www.americanreading.com</a> .
In Person or Virtual:	Virtual support is available, as needed, when the necessary content/support is suitable for this format and in-person support is not possible.
Other specifications:	

**Coaching/Consulting Options:** Please complete the questions below as they apply to any personalized coaching or consulting options available.

Is coaching available for teachers implementing your materials? (please describe)

ARC's Professional Development, implemented during the academic school day and year, transforms school culture for sustainable student achievement and positions and supports the principal as the head learner and instructional leader. ARC provides district and school leaders with the tools and support they need as they:

1. Establish academic rigor and differentiated support.
2. Organize all stakeholders around critical evidence of student learning.
3. Manage a process of systemic change to improve instructional effectiveness.

The Professional Development Plan is planned in collaboration with school and district leaders and is flexible and data-driven. All of ARC's Professional Development is structured around a gradual-release model with the following general structure that supports the principal as the head learner and instructional leader.

- **Leadership Session**

Leaders preview critical content and processes, analyze the status of the implementation through quantitative and qualitative lenses, and design and monitor plans for continuous improvement.

- **Workshop, Collaborative Planning Session, or Data Analysis Session**

- a. **Workshops:** A whole-group setting promotes hands-on learning experiences, simulations, and practical applications.
- b. **Collaborative Planning Sessions:** Professional Learning Communities collaborate to design lessons that meet the needs of all students.
- c. **Data Analysis Sessions:** Professional Learning Communities analyze student work or quantitative reading data to design intervention plans for continuous improvement with a lens on students reading at at-risk or emergency levels.

- **Demonstration or Co-facilitated Lessons**

The ARC Executive Coach and/or school leader demonstrates or co-facilitates collaboratively planned lessons designed to meet the needs of all students. Other educators are invited to observe, reflect, and plan forward.

- **1:1 Differentiated Support**

The ARC Executive Coach and/or school leader provides elbow-to-elbow coaching to individual practitioners in his/her own classroom.

- **Leadership Learning Walks**

**Coaching/Consulting Options:** Please complete the questions below as they apply to any personalized coaching or consulting options available.

	<p>The ARC Executive Coach and school leadership team observe and collect data on a specific area of focus to assess progress and plan for improvement.</p>
<p>Is coaching available for school leadership and district staff implementing your materials? (please describe)</p>	<p>Each school-based site visit begins and ends with a leadership meeting designed to provide an opportunity to preview critical content and processes, analyze the status of the implementation through quantitative and qualitative lenses, and design and monitor plans for continuous improvement.</p> <p>Additionally, ARC offers the Leadership Learning Series, a 10-day Professional Development package designed to build organizational capacity to improve. The Leadership Learning series provides customized supports and a guiding hand to use improvement science in building consensus, developing infrastructure, and designing a unique implementation plan for making systems work better for all students.</p> <p>The ARC Leadership Learning Series is divided into three phases, each one uniquely focused on improvement for results.</p> <p><b>Phase 1: Improvement Cycle Preparation, Time: 1 Day</b></p> <ul style="list-style-type: none"><li>• Articulate the vision of a learning organization that can live in practice only if it can be shared and understood by everyone.</li><li>• Answer key improvement questions focused on the specific changes needed for focused and manageable improvements.</li><li>• Create a shared understanding of the ARC solution that will be implemented and plan to capture and engage the hearts and minds of stakeholders whose work will be impacted.</li><li>• Create the conditions necessary for systems improvement through engagement, evidence collection, and continuous-improvement cycles.</li></ul> <p><b>Phase 2: Improvement Cycle Implementation, Time: 8 Days</b></p> <ul style="list-style-type: none"><li>• Examine the system that is producing the current results and understand the changes needed to make the system work better for all students.</li><li>• Understand how multiple cycles of the Plan, Do, Study, Act method can keep an organization focused on continuous improvement.</li></ul>

**Coaching/Consulting Options:** Please complete the questions below as they apply to any personalized coaching or consulting options available.

- Engage in multiple cycles of improvement focused on scaling positive results and providing needed supports.
- Create networks hub where improvement evidence can be shared, learned from, and scaled across the organization.

**Phase 3: Project Analysis, Time: 1 Day**

- Continuous improvement becomes a culture as an organization learns how to study itself to move from small-scale to large-scale implementation.
- Engage in a comprehensive study of the implementation using improvement cycle evidence.
- Combine both process and outcome data to identify new needs, goals, and action steps.
- Prioritize organizational changes to produce and scale meaningful improvements.