

Pathway for Fluent College & Career Ready Classrooms
BROWARD COUNTY PUBLIC SCHOOLS
EXECUTIVE SUMMARY

Overview

The Center for College & Career Readiness is a non---profit, 501(C)3 training and research organization; providing services to more than one third of America’s school districts working to implement College & Career Readiness initiatives to build capacity among school leaders and teachers for improved student outcomes.

There are two primary global shifts that are currently impacting access to college: standardized assessments (ACT & SAT exams, Advanced Placement Exams, GED, Community College Placement Exams), and hiring requirements.

- College students and employees are expected to read and understand much more **difficult** text than in the past, especially real---world informational text;
- College students and employees are expected to solve significantly more **complex** problems of all types – including research problems, complex math problems, and investigations in both the hard and social sciences.

Students should also be able to solve complex, real---world problems collecting data through text, diagrams, numbers, charts and images, and by uncovering and selecting relevant information for analysis and critique, synthesizing multiple resources to develop new thought and tangible products. These outcomes are generally known as performance at Depth of Knowledge 3 and 4, and represent measurable attributes of student cognitive abilities.

New requirements by employers and colleges for mastery of **difficulty** and **complexity** are the foundation of College & Career Readiness.

The Broward County Public Schools Pathway for Fluent College & Career Ready Classrooms sets forth a highly specific, measurable series of professional learning for the development of knowledge, real---world application, and skills building among BCPS’s district leadership teams, school leadership teams, and teacher leaders.

A Lesson Planning Approach

Exemplar lesson plans, focused to build instructional fluency within the classroom, are used throughout the BCPS process. Professional Learning is focused on the creation and use of exemplar lesson plans, while live and interactive video sessions are focused on real---time discussion of lesson plan use and best practices.

Exemplar lesson plan construction is a tangible product at each stage of the process. Alignment of instruction from exemplar lesson plans is an observable, measurable outcome within schools. The level of rigorous content and cognitively complex instruction are measurable elements within exemplar lesson plans, and each develops over time as participants move through the pathway towards fluency.

Who receives professional learning?

The BCPS Pathway provides for comprehensive knowledge and skill development across all district stakeholders: District Curriculum and Instruction Leaders; District Cadre Directors; Principals, Coaches, School Leadership Teams; and Teacher Leaders.

The BCPS Pathway begins first with development of District Leadership and Cadre Directors, to ensure that Principals, Coaches and School Teams are directly supported as they work with Teacher Leaders, Professional Learning Communities, classroom teachers and community members.

How is professional learning delivered?

The BCPS Pathway provides for job---embedded, blended learning on a continuous basis with a coherent, integrated approach. Specifically:

Continuous Onsite Sessions for Learning New Knowledge & Practicing Skills

District Teams & Cadre Leaders receive monthly face-to-face training, tailored to their specific teams in order to provide follow up and support to school leaders and teachers.

Principals and Coaches receive face-to-face training approximately every six weeks and teacher teams from each school receive face-to-face training in summer academies.

On---Demand Webinars to Support Onsite Learning

Each onsite session for District Leaders, Cadre Directors, Principals, Coaches and School Leadership Teams is supported by follow---up web sessions. Each month, participants are provided with a webinar which is tailored to the monthly learning focus. Webinars are archived in a web---based library, so that participants and future staff members can access the same learning on their own schedule.

On---Demand Webinars as Core Learning for Teacher Leaders

Teacher leaders develop new core knowledge through web---based learning each month. Teacher leader professional learning is supported through job---embedded live, interactive sessions.

Live Video Sessions

Leadership Video Sessions: Each month, a content expert hosts a live video conference for District Leadership / Cadre Director teams, and School Leadership / Coaching teams. Each live video session allows participants to ask questions, discuss their actual challenges, and get real---life specific and practical consultation to help them support and sustain implementation targets.

Live PLC Video Sessions: Each month, a content expert hosts a live interactive session for Professional Learning Communities and their Teacher Leaders. Live interactive sessions allow PLC members and Teacher Leaders to submit questions, concerns and real---life needs so that they can receive tailored, pragmatic consultation and support. Professional Learning Communities receive structured, targeted learning during these sessions, supporting the online webinars.

National Faculty Chat

Each month, all stakeholders are invited to participate in a live Interactive Web Conference with national content experts, Senior Faculty from the Center, and educators who are implementing similar initiatives. National Faculty Chat allows BCPS stakeholders to learn from their peers across the country, to share approaches that are successful, and to hear about challenges and lessons learned from peers in the field.

Content Area Web Conferences

Beginning in Fall 2014, we also provide specific Web Conferences for BCPS Content Area Experts in English Language Arts, Math and Science. These content areas discussions allow Broward County Public Schools' content area leaders to discuss key issues, challenges and needs in their content areas with a national content area expert working in that field to implement similar initiatives.

Summer Academies

All Stakeholders including District Leaders, Cadre Directors, Principals and School Leadership teams, and Teacher Leader teams from each school attend Summer Academies in Summer 2014 and Summer 2015.

Summer Academies are focused on specific, tailored skill building focused on **difficulty** and **complexity** implementation. Summer Academies provide an opportunity for deeper learning and hands-on practice.

Monthly Feedback for Measuring Outcomes and Tailoring Learning

Each month, participants complete an online survey designed to measure learning, solicit feedback, and identify next step learning needs. We review survey results with district leadership to tailor the next learning experiences for greater effectiveness.

Florida's College & Career Readiness Standards, Deconstructed for Classroom Impact

Participants will be provided with access to College & Career Readiness Standards, deconstructed into simple to understand learning objectives with clear goals for difficulty and complexity levels.

We use the Language Arts Florida Standards and the Math Florida Standards, as adopted and revised in February 2014. We also use the College & Career Readiness Anchor Standards and Standards for Math Practices, as well as the Literacy Standards for Social Studies, Science and Technical Subjects.

Learning Outcomes

Participants will know, understand, be able to lead and coach curriculum, lesson plans, instruction and accountable student collaborations which meet College & Career requirements for **difficulty** and **complexity**.