

## The Professional Learning Model

TRANSFORMING TEACHER PRACTICE

HGH INTELLECTUAL PERFORMANCES through HIGH OPERATIONAL PRACTICES

The mission of the National Urban Alliance is to substantiate in the public schools of urban America an irrefutable belief in the capacity of all children to reach the high levels of learning and thinking demanded by our ever-changing global community.



Partnering with public schools since 1997

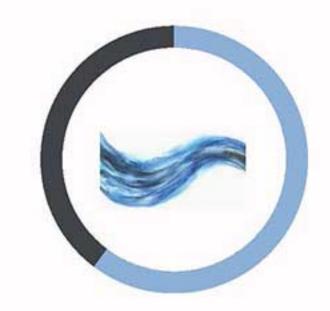
"When the synapses in my brain connect, then I learn." -Student Partner

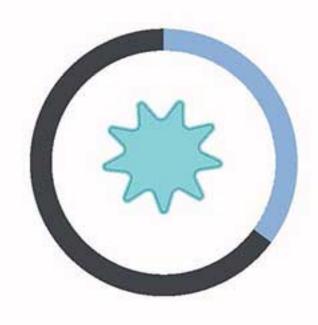


### Strength-based approach

The NUA Professional Learning Model builds the capacity of all stakeholders to improve practice and accelerate learning.









#### **Cyclical Practice**

Partners experience on-going, wrap around services through a 3-week Professional Learning Cycle, which includes virtual and in-person support.

#### Fluid Phase Transition

Partners move fluidly between and among Phases of Implementation based on the pathway to sustainability.

#### **Generative Discourse**

Partners engage in conversations about practice that challenge, inform, and affirm professionalism.

#### Responsive Support

Partners receive layered support from NUA mentors, project directors, and senior leaders.

# How does working with NUA work?

sustainability

foundational understanding

# Across partnership In 3 Phases:

Developing-Deepening-Demonstrating

# Across school year In Professional Learning Cycles for:

Teachers & Support Staff-

Coaches-Administrators & District Leaders-Students



### PHASES OF IMPLEMENTATION-Teachers & Support Staff

The NUA Professional Learning Model is a multifaceted process that takes place in 3 phases.

Each phase is designed to guide partners from a foundational understanding of the the Pedagogy of Confidence to a place of sustainability.



#### PHASE 3

#### PHASE 1

#### Developing

Foundational understandings

#### Introduction to:

- NUA foundational principles
- · Pedagogy of Confidence (POC)
- High Operational Practices (HOPs)
- NUA common language
- Pedagogical beliefs, practices & structures that support High Intellectual Performances

#### Deepening

Foundational understandings & intentional implementation

#### Engagement in:

- The 3 Phases of Learning: Priming, Processing, Retaining for Understanding
- · Co-planning
- · Co-teaching

#### **Demonstrating & Displaying**

Foundational understandings & acquired pedagogical concepts

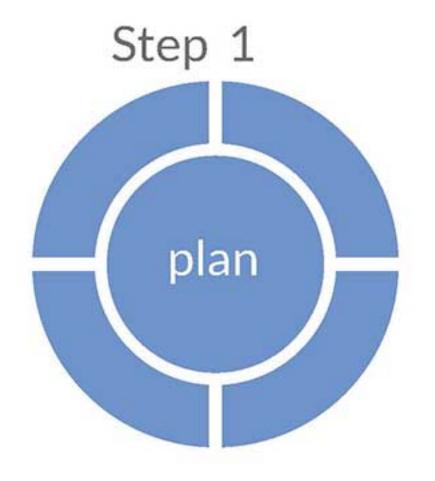
#### Creation & Delivery of:

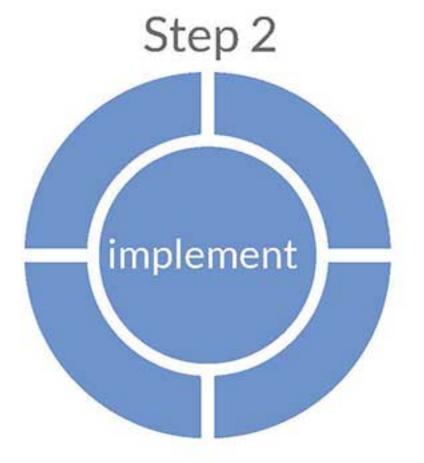
- Pedagogical Design: lesson and unit development
- Intentional & consistent implementation of HOPs
- Sustainable collaborative structures



The fearless expectation and support for all students to demonstrate high intellectual performance.

### Professional Learning Cycle - Teachers & Support Staff







Collaborative discourse

Gradual Release

NUA Mentor → Teacher → Student

Suggested: 8 cycles/year-1 day visits or, 4 cycles - 2-day visits



### PHASES OF IMPLEMENTATION-Coaches

The NUA Professional Learning Model is a multifaceted process that takes place in **3 phases**.

Each phase is designed to guide partners from a foundational understanding of the Pedagogy of Confidence to a place of sustainability.

PHASE 2

PHASE 3

#### PHASE 1

#### Developing

Foundational understandings

#### Introduction to:

- NUA foundational principles
- Leadership development (4 Hats of Leadership)
- NUA Common Language
- Pedagogical beliefs, practices and structures that support High Intellectual Performances

#### Deepening

Foundational understandings & intentional implementation

#### Engagement in:

- Unit development
- · Mentor observation
- 6 Co-teaching strategies
- Theoretical underpinnings of the HOPs

#### Demonstrating & Displaying

Foundational understandings & acquired pedagogical concepts

#### Creation & Delivery of:

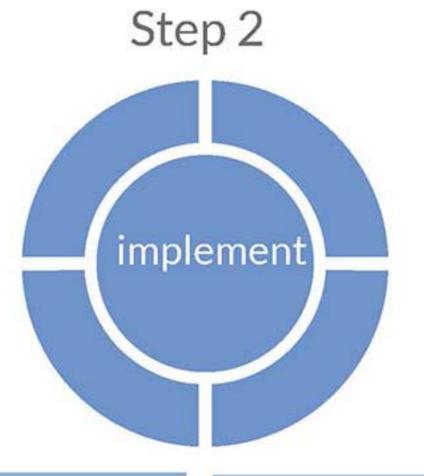
- Professional learning sessions
- · Co-teaching with mentors
- New teacher professional learning



The fearless expectation and support for all students to demonstrate high intellectual performance.

### Professional Learning Cycle - Coaches







Collaborative discourse

Gradual release



NUA Mentor → Coach → Teacher → **Student** 

Suggested: 4 cycles/year

### PHASES OF SELF-ACTUALIZATION-Students

The NUA Professional Learning Model is a multifaceted process that takes place in *3 phases*.

Each phase is designed to guide partners from a foundational understanding of the Pedagogy of Confidence to a place of sustainability.

#### PHASE 2

#### PHASE 3

#### PHASE 1

#### Developing

Foundational Understandings

#### Introduction to:

- Confidence & competence development
- Pedagogical beliefs, practices & structures that support High Intellectual Performances
- · Personal frame of reference
- Articulating strengths (own and others')

#### Deepening

Foundational Understandings & Intentional Implementation

#### Engagement in:

- Utilizing strengths to further learning
- Utilizing voice to advocate
- Identifying areas of concern/importance

#### **Demonstrating & Displaying**

Foundational understandings & acquired pedagogical concepts

#### Creation & Delivery of:

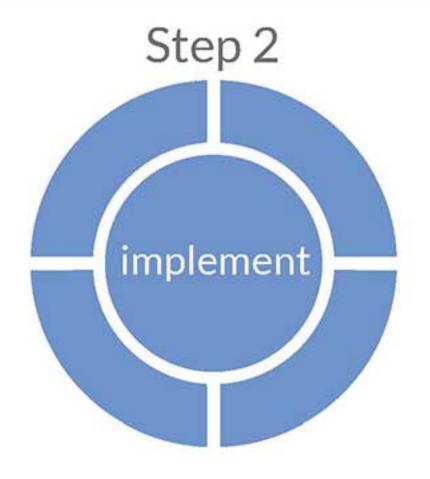
- · Evidences of HIP
- · Models of advocacy
- Expressions of action toward areas of concern/importance



The fearless expectation and support for all students to demonstrate high intellectual performance.

### Professional Learning Cycle - Students







Collaborative discourse

Gradual release

Student→ School & Community

NUA Mentor

Suggested: 4 cycles/year



### **PHASES OF IMPLEMENTATION-Administrators & District Leaders**

The NUA Professional Learning Model is a multifaceted process that takes place in **3 phases**.

Each phase is designed to guide partners from a foundational understanding of the Pedagogy of Confidence to a place of sustainability.

#### PHASE 2

#### PHASE 3

#### PHASE 1

#### Developing

Foundational Understandings

- Be introduced to NUA, POC, & HOPS
- Develop and articulate common "why"
- Review current systems and practices
- Develop a vision for a district graduate student
- Determine "willing" schools
- Launch NUA at sites

#### Deepening

Systems, Structures & Practices

- Review progress at NUA Sites
- Analyze current systems and practices that detract from vision: Establish actions as needed
- · Select a Lab Site
- Identify potential Lead Teachers
- Determine level of NUA implementation
- Establish a plan for sustainable practices
- Introduce work to community
- · Begin NUA Lab Site tours

#### Sustaining

Systems, Structures & Practices

- Review district Mission and Vision (assess alignment with established action)
- Implement plan for sustainable practices across sites
- Conduct tours of NUA Lab Site to further sustainable practices using NUA Implementation Guide
- NUA Lead teachers coach alongside NUA Mentors toward sustainability



The fearless expectation and support for all students to demonstrate high intellectual performance.

### Professional Learning Cycle - Administrators & District Leaders

