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?

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 Pedagogy of Confidence to a place of sustainability.

**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

**PHASE 2**
Deepening
Foundational understandings & intentional implementation

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

**PHASE 3**
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 PEDAGOGY OF CONFIDENCE

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

Professional Learning Cycle - Teachers & Support Staff

Step 1: plan
Step 2: implement
Step 3: reflect

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 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

**PHASE 2**
- Deepening
  - Foundational understandings & intentional implementation
  - Engagement in:
    - Unit development
    - Mentor observation
    - 6 Co-teaching strategies
    - Theoretical underpinnings of the HOPs

**PHASE 3**
- Demonstrating & Displaying
  - Foundational understandings & acquired pedagogical concepts
  - Creation & Delivery of:
    - Professional learning sessions
    - Co-teaching with mentors
    - New teacher professional learning
THE PEDAGOGY OF CONFIDENCE

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

Professional Learning Cycle - Coaches

Step 1: Plan

Step 2: Implement

Step 3: Reflect

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 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')

**PHASE 2**

**Deepening**
Foundational Understandings & Intentional Implementation

**Engagement in:**
- Utilizing strengths to further learning
- Utilizing voice to advocate
- Identifying areas of concern/importance

**PHASE 3**

**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 PEDAGOGY OF CONFIDENCE

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

Professional Learning Cycle - Students

Step 1: plan

Step 2: implement

Step 3: reflect

Collaborative discourse

Gradual release

Student → School & Community

NUA Mentor

Suggested: 4 cycles/year

National Urban Alliance
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 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

**PHASE 2**
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

**PHASE 3**
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 PEDAGOGY OF CONFIDENCE

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

Professional Learning Cycle - Administrators & District Leaders

Step 1: plan
Step 2: implement
Step 3: reflect

Collaborative discourse
Gradual release

NUA Director ➔ Administrator ➔ Teacher ➔ Student

Suggested 4 cycles/year