

Activity 9: Implementing Differentiated Professional Learning

Purpose:	Participants will examine proven professional learning strategies that provide differentiated opportunities for teacher learning and leadership and identify ways to apply those strategies to their school.
Length of Time:	50-75 minutes
Materials:	<ul style="list-style-type: none"> • In advance, select one of the following case studies: <ul style="list-style-type: none"> — Case Study: Using Peer Inter-visitations to Share Effective Practices — Case Study: Building a Video Library to Promote Effective Teaching Practice — Case Study: Advance in Practice: Lesson Study — Case Study: Differentiating Professional Learning to Increase Instructional Impact • <i>Handbook for Professional Learning</i>, pages 23-24 and 87-91
Essential Questions:	How can schools differentiate professional learning opportunities within their buildings in order to build off teachers' strengths and address their needs? How can professional learning opportunities within a school grow teacher leadership?

Activity Steps:

- 1 Introduction (5 minutes):** Reflect on prior work:
 - What are our school’s goals for professional learning this year?
 - What professional learning needs did we discover through our needs assessment(s)?
 - What ideas do we have so far for differentiated professional learning?

- 2 Planning Differentiated Professional Learning (10 minutes):**
 - Participants individually read pages 23-24 of the *Handbook for Professional Learning*, “Differentiated Professional Development.”
 - In pairs or small groups, participants reflect on a subset of the following questions:
 - How can you connect theories and practices of differentiation for students to that of PL for teachers?
 - How can learning teams and cycles of PL support a differentiated approach?
 - What kinds of structures already exist to support differentiated PL?
 - How can teacher leadership be leveraged?
 - How does differentiated PL connect with collaborative learning?

- 3 Introduction to One Type of Professional Learning Opportunity (5 minutes):** Participants read the description of the type of professional learning that they are going to explore in the case study:
 - Inter-visitation (page 90 of the *Handbook for Professional Learning*)
 - Video sharing of lessons (page 91 of the *Handbook for Professional Learning*)
 - Lesson study (page 88 of the *Handbook for Professional Learning*)
 - Planning specific instructional strategies across the curriculum (page 87 of the *Handbook for Professional Learning*)

Participants identify questions they have about this type of professional learning and share any connections to their earlier reflections on differentiating professional learning (in step 2).

- 4 Case Study Analysis (10 minutes):** Participants will individually read the case study aligned with the type of professional learning activity that they explored in step 3:
 - Using Peer Inter-visitations to Share Effective Practices
 - Building a Video Library to Promote Effective Teaching Practice
 - Advance in Practice: Lesson Study
 - Differentiating Professional Learning to Increase Instructional Impact

- 5 Implementing Differentiated Professional Learning (15 minutes):** Participants brainstorm how they might apply the strategy in their school, referencing the “Checklist for Planning Professional Learning” on page 76 and the “Considerations for Planning Professional Learning” on page 80 of the *Handbook*

for Professional Learning . These questions include:

- How might this strategy support your school in deprivatizing practice and deepening a culture of collaborative professional learning that enables school and individual development?
- How might you adapt and contextualize it to your school? (Consider how to build upon current structures, systems, and strengths.)
- What structures or resources are required for this professional learning strategy (e.g., common planning time, a way for teachers to co-observe, student work, an article)? Who could you reach out to for this support?
- How could your school launch this strategy?
- What next steps could you take to incorporate this PD strategy?
- How and when will you monitor progress and evaluate the success of this strategy?

6 Possible Next Steps: Participants explore additional resources found on Learn related to the professional learning activity that they have chosen to implement in their school.

- **Learn LO 775: Implementing Differentiated Professional Learning:** This Learning Opportunity contains all of the materials related to this professional learning activity, as well as:
 - Sample Schedule for a Differentiated PL Block
 - Protocol for Team Inter-Visitations using the *Framework for Teaching*
 - Sample Agenda for Building a Video Library
 - Sample Agenda for Introducing Lesson Study
- **Learn LO 763: Peer Inter-visitation:** This Learning Opportunity includes resources developed to support teachers in reflecting upon their practice through the use of peer inter-visitations.
- **Learn LO 766: Lesson Study:** This Learning Opportunity includes resources and tools, including video, to support teacher teams in initiating their own cycles of lesson study.