

## Professional Development

### Requirement

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3. What professional development is available? Describe the training and ongoing professional development available from the publisher for successful implementation of the program, as well as the cost associated with each session and the delivery method (online, in-service, etc.). In your description, please address the following:

Briefly describe the ancillary materials and their relationship to the Comprehensive Core Reading Program (CCRP).

- Initial and ongoing professional development customized to meet the needs of teachers, literacy coaches, and principals.
- Teacher instruction in the administration and interpretation of assessment that accompany the program.
- Recurring professional development for new and returning teachers, literacy coaches, and principals for the duration of the LEA contract.

### Response

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Improved Indiana teacher performance will lead to improved student achievement. With the appropriate support, teachers can help students achieve great results. Pearson School Group offers a complete range of instructional materials and services, provided by expert consultants, to support the needs of school districts and increase student achievement.

Pearson School Group stands ready to deliver training throughout the first year of implementation and beyond. Pearson consultants provide support ranging from basic product orientations to in-depth sessions and extended institutes to job-embedded support through classroom coaching. Our consultant services are designed to respond to the varied and changing needs of teachers. The cost is \$3500/day for 30 participants.

Pearson School Group provides professional learning opportunities consistent with the following National Staff Development Council standards:

- Requires resources to support adult learning and collaboration
- Uses disaggregated student data to determine adult learning priorities, monitor progress, and help sustain continuous improvement
- Uses learning strategies appropriate to the intended goal
- Applies knowledge about human learning and change

- Provides educators with the knowledge and skills to collaborate
- Prepares educators to apply research to decision making
- Prepares educators to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for their academic achievement
- Deepens educators' content knowledge, provides them with research-based instructional strategies to assist students in meeting rigorous academic standards, and prepares them to use various types of classroom assessments appropriately

## Professional Development Summary

### Teachers

The professional development implementation of Pearson literacy programs for teachers begins with product orientation to the Comprehensive Core Reading Program and the ancillary materials. Training will be differentiated by grade levels, special needs teachers, and classroom paraprofessionals. Product orientation includes the following but is not limited to:

- An overview of Pearson literacy program materials by grade level, including ancillary materials as they support the Comprehensive Core Reading Program. Ancillaries include but are not limited to the following:
  - Program technology that provides an alternative delivery for instruction and supporting games, activities, audio, whiteboard ready resources, and all teacher and student resources online
  - Assessment that provides a wide variety of formal and informal assessment and progress monitoring for skill and strategy instruction—progress monitoring for weekly skills, weekly tests for transfer of skills, unit benchmark tests that support the CCSS, including performance based assessment ideas, and online tests for immediate scoring, diagnosis, and prescription
  - A wide variety of leveled reader libraries and differentiated lessons for strategic intervention, ELL support, text complexity resources, additional non-fiction texts, and acceleration for students
  - Common Core Implementation kits that include an overview and implementation guide to further support professional development for the CCSS, CCSS alignment posters to easily view the standards covered at a glance, family support resources for CCSS, weekly, unit, and end of year benchmark tests correlated to the CCSS, and additional writing opportunities to reinforce CCSS writing expectations
- An orientation to the Teacher's Edition
- An overview of the online resources
- An exploration of the literature and small group instruction resources

- A review of the weekly lesson format, including customized literacy models
- An in-depth discussion of the differentiated instruction materials and the daily lesson plans and implementation suggestions
- A lesson plan that supports the Indiana Common Core Standards alignment and implementation

As a follow up to product orientation for Indiana, Pearson will provide professional development opportunities for skill attainment of the literacy programs and application of the Common Core Standards. Major outcomes will include the following:

- Teachers will distinguish the difference between the purpose of the “core” components of literacy programs and those that can be used as resources for the classroom, for special needs and other resource teachers, with parents, and for independent activities. All components support the core scope and sequence and some resources can be used outside of the “core” lesson plan. Teachers will gain the skills to make professional judgments about these components.
- Teachers will evaluate the literacy lesson plans as they align to the Common Core Standards and create lesson plans and long term pacing plans to support the implementation of these standards
- Teachers will gain an in-depth knowledge of the multi-step assessment plans, and be able to monitor and adjust the use of these assessments to support assessing the Common Core Standards
- Teachers will understand the support the Pearson literacy programs offer for differentiated instruction through gaining a thorough knowledge of these lesson plans and strategies embedded throughout the programs, as well as the summative and formative assessments provided to aid in making grouping decisions
- Teachers will be aware of the correlation of Pearson literacy programs to the Common Core Standards, as well as to any state or district issues and will use this knowledge to support teaching that reflect these standards

## Administrators and Literacy Leaders/Coaches

The professional development implementation begins with product orientation, focusing on awareness, and understanding of Pearson literacy programs, including the ancillary materials and their relationship to the Comprehensive Core Reading Program according to agreed upon district timelines. This product orientation will focus on an awareness and understanding of the implementation of Pearson reading programs from an administrative and/or literacy coach perspective. Participants will be provided information and suggestions that will assist them in supporting teachers as they begin the implementation of the reading programs aligned to the Common Core Standards. Topics will include, but are not limited to the following:

- Program components, philosophy, and lesson design

- Support and alignment to the Common Core Standards
- Meaningful assessment and data-driven instruction
- Administrator implementation and teacher accountability issues

Pearson Curriculum Specialists will work with Indiana district administrators to build the necessary skills to monitor the successful implementation of Pearson literacy classrooms. Major outcomes will include the following:

- Administrators will understand what a literacy classroom should look like, and trained to observe behaviors that support fidelity of the program and the alignment to the Common Core Standards
- Administrators will then be able to observe a literacy classroom and understand the best practices for the program's successful implementation, from year to year. Best practices will focus on the Common Core Standards and will reflect other district priorities in literacy education
- Administrators will be able to monitor the implementation of the assessment plan and adjust the program's assessments to fit in with the Indiana state assessments and any Common Core Assessment implementation
- Administrators will acquire the skills to work with the embedded technology assets and make informed decisions about its application in the district to support district outcomes

Product orientation, skill attainment, and specific application outcomes related to the different types of participants—administrators, literacy coaches, and teachers—will be provided throughout the program implementation, and will be replicated yearly for new teachers, literacy coaches, and administrators

Additionally, Pearson has the capacity to provide a full array of on-going, long-term, in-depth professional development opportunities upon adoption. Types of this training for literacy may include the following:

- **Coaching and Modeling.** This two-day, job-embedded coaching cycle will provide a model of effective implementation of Pearson literacy programs. The session includes one day of model teaching, a teacher debrief, and reflection on the implementation and planning the following day. On the second day, the teacher delivers the lesson, followed by a debrief and reflection session which leads to additional instructional planning.
- **Lesson Analysis.** The lesson analysis builds capacity for teachers. During this one-day workshop, teachers meet with a Pearson consultant to examine their student data and plan a lesson. The consultant provides a model lesson, which is observed and analyzed by teachers. Finally, teachers meet with the consultant to debrief and plan the next lesson.
- **On-Site Implementation Specialist.** The roll of the implementation specialist is to support the initial implementation of Pearson instructional programs and assure your return on instruction. The on-site implementation specialist is a negotiated position

available to support training and implementation for 30, 90, or 180 days. The implementation specialist will also be responsible for job-embedded coaching and modeling for Pearson literacy programs. Expected outcomes vary by length of term but can range from material ordering and understanding basic implementation of print and technology through additional embedded in-depth training specific to areas of identified need for specific schools and/or teachers.

## The Leading the Way for Common Core State Standards Implementation

This series includes one-day sessions focused on the following:

- English Language Arts (K-6)
- Mathematics (K-6)
- Common Core Assessments
- Supporting Academic Behavior for Student Success
- English Learners and Students with Special Learning Needs

Administrators, curriculum directors, coaches, and other instructional leaders explore the implications the Common Core State Standards (CCSS) have on content and curriculum, classroom instruction and assessment, and building and district culture. It also explains how changes in those areas relate to successfully implementing the Common Core. Participants examine the likely impact of the Common Core on leaders, teachers, and students in their district. They also consider possible time frames and frameworks for implementation and learn about in-depth professional development opportunities that accommodate the needs of teachers and students.

## Digging into the Reading Standards

This one-day workshop provides participants with a deeper look at the Common Core State Standards (CCSS) for Reading. Participants dig deeper into the topics of reading comprehension, text complexity, and informational texts. They learn how to select appropriately leveled texts and materials so that students are supported in meeting the high standards embedded within the CCSS. Strategies for teaching English language learners (ELLs) are also addressed throughout the workshop.

## OUTCOMES

By the end of the workshop, participants will be able to do the following:

- Plan appropriate classroom libraries and other reading materials to scaffold students to higher standards
- Apply grade-appropriate instructional strategies that enrich comprehension of complex text, vocabulary, and fluency
- Incorporate reading comprehension strategies specific to informational texts.
- Support ELL students in achieving the CCSS reading standards.

## Digging into the Writing Standards

This one-day workshop provides participants with a deeper look at the Common Core State Standards (CCSS) for Writing. Participants dig deeper into the writing genres, particularly Argumentation and Explanatory. They plan appropriately leveled writing prompts and assignments. Strategies for teaching English language learners (ELLs) are also addressed throughout the workshop.

### OUTCOMES

By the end of the workshop, participants will be able to do the following:

- Plan appropriate writing prompts and assignments to scaffold students to higher standards.
- Apply grade-appropriate instructional strategies that support students in writing opinion/argument and informative/explanatory pieces.
- Support ELL students in achieving the CCSS writing standards.

## Performance Based Assessments for English Language Arts

This one-day workshop explains performance-based assessments in relation to the Common Core State Standards (CCSS). Participants discuss the implications of performance-based assessments for English Language Arts (ELA) on classroom instruction and assessment. They review sample performance tasks, develop a template to create similar assessments, and learn strategies for implementation.

### OUTCOMES

By the end of the workshop, participants will be able to do the following:

- Implement strategies to create and evaluate performance-based assessments.
- Use the sample performance tasks in Appendix B as a model for creating performance-based assessments.
- Use student samples in Appendix C as a model to evaluate student work.

## Speaking and Listening Standards and Language Standards

This one-day workshop provides participants with a deeper look at the Common Core State Standards (CCSS) for Speaking and Listening and Language. Participants focus on incorporating speaking and listening standards and language standards into reading and writing lessons. Strategies for teaching English language learners (ELLs) are addressed throughout the workshop.

## OUTCOMES

By the end of the workshop, participants will be able to do the following:

- Plan reading and writing lessons that incorporate speaking, listening, and language standards.
- Support ELL students in achieving the CCSS English Language Arts (ELA) standards.

Pearson will provide yearly support as identified by Indiana, use monthly meetings with literacy leaders and/or the implementation specialist to determine progress monitoring observational tools for fidelity checks throughout the implementation, and provide train-the-trainer models for literacy coaches. Topics at monthly meetings are driven by each district's specific need throughout the year.

Pearson also provides access to [www.mypearsontraining.com](http://www.mypearsontraining.com), an online training site with expert instructors that provide pre-recorded or live webinars customized to district needs to deliver training on Pearson literacy programs.

In addition to direct professional development provided by Pearson curriculum specialists, Pearson also offers events with the expert authorship team that is at the forefront in literacy education research. Author visits, workshops, and district training sessions can be provided throughout the adoption. Literacy workshops for districts can be built around these author visits to further enhance the topics and to provide direct program strategies that can be implemented directly in the classrooms by district teachers.

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