

Dr. Sheldon Berman, Superintendent

Embedded PD In Elementary Schools

Program Director: Theresa Jensen

Evaluator: Ida P. Suggs

Last Year of Evaluation: 2007-2008

Goal/Strategy

- Goal 2: Enhance Effective Leadership
- Strategy 1: Nurture a Professional Culture

Program Description

- The goal of this pilot project was to support schools' professional development culture so that it: is collegial/supportive, aligned with the school's goals as outlined in the school's plan, job-embedded, driven by students results, engages staff in long-term/sustained/on-going work to deepen knowledge, skills and performance around curriculum implementation, use and tracking of assessment tools/result, and adapting practice based on student learning needs, and is revised as needed to address student/staff learning gaps.

Students Served

- There were 20 elementary schools who participated in the job-embedded PD project: Blake, Bloom, Chenoweth, Cochrane, Eisenhower, Gutermuth, Hawthorne, Kenwood, Kerrick, Laukhuf, Layne, Medora, Middletown, Minors Lane, Okolona, Stonestreet, Wilkerson, Wilt, and Zachary Taylor. There were 494 full time teachers and 8616 students enrolled in those schools.

Outcomes

- In the majority of schools, the instructional coach served as the planner and facilitator of the PD meetings (see Table 1); however there was a wide range across schools with a few schools that distributed the responsibility across multiple individuals.
- Overall, there were no differences in the facilitator role group among grade level groups who participated in job-embedded PD. There was a slight trend for the primary grade levels to rely more on the instructional coach to facilitate the sessions than the intermediate grade levels.
- There was not a gradual release of responsibility from the instructional coach to the team leaders over the course of the school year. The instructional coach remained the primary facilitator throughout the year, with the principal taking over the responsibility at the end of the spring semester.
- The majority of PD sessions were planned by using student work and the focal points of the sessions centered on sharing best instructional practices and learning from student work.
- Schools who participated in job-embedded PD decreased slightly on their academic index from 85 to 84.6 on the 2008 KCCT results; however there was a wide range of performance across schools. The district level elementary academic index decreased by 1 point from 2007 to 2008.

Cost

- \$571,593.87 from General Fund for 2007-08. The total cost per full-time teacher was \$1157 and per student was \$66.34.