

# PERSONALIZING PROFESSIONAL DEVELOPMENT IN KETTLE MORaine

NAESP Summer 2019

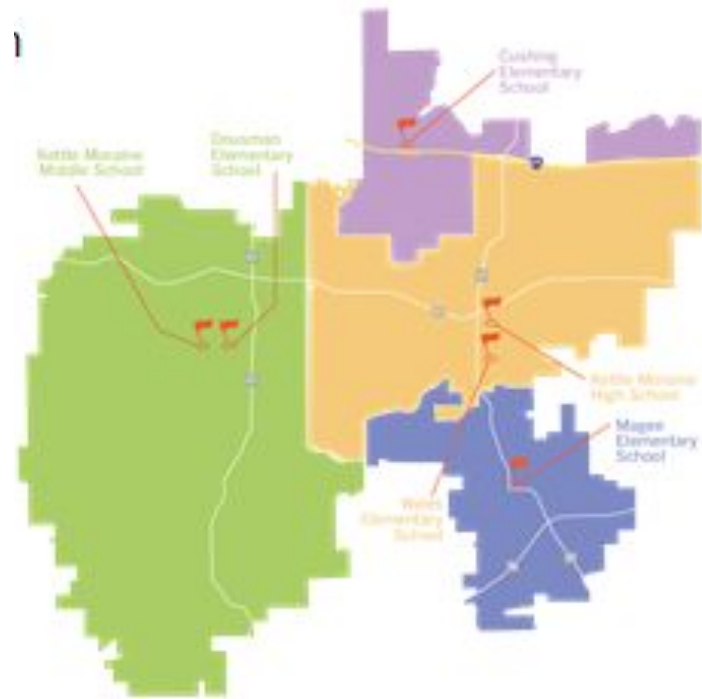
Wednesday, July 10 2:30-3:30pm



- *Learning Without Boundaries* -

# About the *Kettle Moraine School District*

- Between Milwaukee and Madison, WI
- 10 Municipalities
- 3800+ students 4K-12
- Highest open enrollment of any district in WI
- 6 Buildings
- 4 Charter Schools



## **Mission**

*Cultivating academic excellence, citizenship and personal development*

## **Vision**

*Learning without Boundaries*

## **Charge**

*TRANSFORM the educational delivery system to better and more efficiently meet the needs of ALL students*



# Personalized Learning for Educators in KM

## *Presentation Objectives*

- Microcredential
- Unconference CPT- *Common Planning Time*
- Design Process
  - Structure and systems- problem focused *not person*
  - Voice- distributed leadership
  - Engages all
- Observation/Feedback using *PL Look For* rubric/continuum
  - Focused on growth of PL practices
  - Teacher driven



# What are Micro Credentials?

Micro-Credentials allow Kettle Moraine teachers to engage in professional development that is:

- Personal & timely
- Demonstrated through artifacts
- Research-based, collaborative and aligned
- Recognized through compensation



# What are Micro Credentials?

- Teacher Choice - relevance to work.
- Put learning into practice with students
- Collect evidence and artifacts
- Peer feedback, reflection, refinement
- Submission for final review:
  - Peer Reviewers
  - Feedback
  - Micro Credential awarded
  - OR
  - Not strong enough evidence? Work returned to teacher to submit again.



# Examples of KM Approved Micro Credentials

- Design Thinking, Communication & Autism, Adolescence & Literacy Strategies, Discipline Literacy, Growth Mindset, Personalized Learning elements, etc.
- Digital Promise offers Micro Credentials that are often approved at KM. [LINK](#) to Digital Promise
- Teachers can create a Micro Credential opportunity for other staff to participate in, fostering collaboration



# How are Micro Credentials Managed?

- Director of Teaching & Learning and a team of teachers form the approval committee
- Forms with specific information must be filled out and pre approved before the learning and then reflections with evidence of student learning must be approved post the learning by the committee
- There are three approval windows per year and money is awarded to the base pay of teachers
  - Micros range from \$100-600 to base salary
- Director of Teaching & Learning provides list of completed micros by staff to building principals





# How do Principals use the Micro Credential information?

- Match the staff with the Micro knowledge to building action plans (ask them to share at staff meetings, inservices, committee or team meetings)
- Match the staff with the Micro knowledge to other staff with PPG's that align with the topic
- Match educators with others to learn from and with - experts in the building
- Use the Micro information in Educator Effectiveness (evaluation) conversations



# Turn and Talk-Micro Credentialing

What is one thing you want to remember from the conversation about micro-credentialing?

What is one thing you are excited to share with colleagues in your district?



# What is the *Design Thinking Process* in KM?

[May 25, 2018](#)



# Get up and move? Design Process

Find someone in the room to talk with.  
Each take 1-2 minutes to share.

How might you use this process in your own environment?



# Un-CPT (Common Planning Time)

Monthly on Thursday  
Early Release

Taps into the experts in  
our own building

Teacher Driven Topics

Includes -para  
professionals  
sometimes

Growing collective  
understanding, with  
support, at a building  
level



# What does it look like?

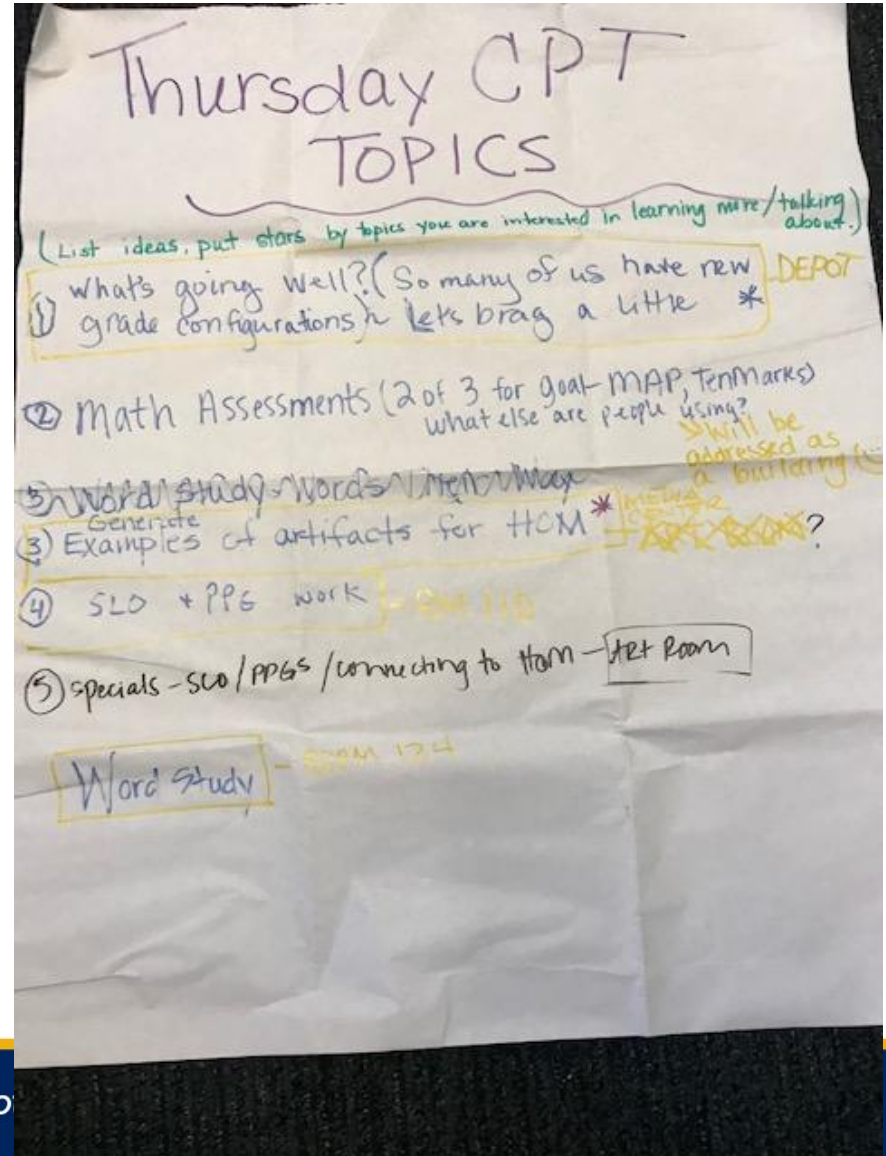
Teacher Driven

Supporting “right now” needs

Voice and Choice

Learning from each other

Took time to adjust thinking...



# What does it look like?

## Running “minutes” as a resource for all

Math Continuum Conversation

Staff attending:

Continuums: [K-2](#) [3-5](#)

What's going well?	Struggles?	Next Steps
<ul style="list-style-type: none"><li>• Helpful to see where the teacher can enrich and where the teacher can support.</li><li>• Kgn working on adding picture clues to standards; worked on adding 1st grade standards this year from the continuum--using colors to show where</li></ul>	<ul style="list-style-type: none"><li>• Some standards in the continuum don't have something for each grade level; there are holes</li><li>• How do you use it for students that need 6th grade standards? They don't line up well with the 3-5 standards</li><li>• Management</li><li>• Students ready to</li></ul>	<ul style="list-style-type: none"><li>• Kgn now using the colors (green, yellow, red) to form small groups--their names are on the standards so students know what they are working on--continuing to work on this. Students are doing their own reflections to give themselves a color.</li></ul>





## Teachers say...

- LOVE teacher choice
- Teacher voice is honored
- Relevant to “right now”
- Supportive

## What have we learned from Un-CPT?

- Celebrating success
- Common struggles
- Cross grade level connections and support

## Changes for next year...

- Continue opportunity
- **Respect** the time
- Look for ways to be in each other’s classrooms to learn



# PL Look For Document



- KM Created and Revised
- Relevant to the work done every day
- A common understanding K-12
- Individual growth for teachers
- Formative use
- Summative use



# PERSONALIZED LEARNING “LOOK FORs”

**PURPOSE:** This document was created to build understanding and goals as the district continues to move toward the vision of “personalized learning for all”. This is not an evaluative document but rather one that recognizes the many small moves required to provide a personalized learning experience for all students.

KM PL Team Creation, 2017

LEARNER-DRIVEN	LEARNER-CENTERED	TEACHER-DRIVEN	CURRICULUM-CENTERED
<p><b>LEARNER DISPOSITION</b></p> <p>All learners follow a customized path that considers skills and habits that impact all areas of life. The dispositions in each area are what will be DEVELOPED in the learner. They are not prerequisites to work within that strand.</p>			
<ul style="list-style-type: none"> <li>▶ Learner commitment is on mastery with growth focus</li> <li>▶ Learner is monitoring their own progress and collaborates with teacher as a guide or listener and adjusts based on feedback from various sources within and outside of the classroom</li> <li>▶ Learner tracks own growth and evidence of growing in Habits of Mind and meeting the Profile of a Kettle Moraine Graduate</li> <li>▶ Learner mindset is that they are their own best teachers and seeks connections based on own intrinsic needs</li> </ul>	<ul style="list-style-type: none"> <li>▶ Learner commitment is towards competency with continuous progress</li> <li>▶ Learner is monitoring their own progress, seeks feedback from teacher or others in classroom, and acts on it</li> <li>▶ Learner tracks growth with teacher to co-create goals aligned to Habits of Mind and the Profile of a Kettle Moraine Graduate</li> <li>▶ Learner mindset is centered around a partnership between student and teacher to meet learning needs</li> </ul>	<ul style="list-style-type: none"> <li>▶ Learner commitment is toward earning desired grade</li> <li>▶ Learner seeks feedback and may not act on it</li> <li>▶ Learner responds to teacher direction and intermittently demonstrates Habits of Mind and works towards behaviors/goals of the Profile of a Kettle Moraine Graduate</li> <li>▶ Learner mindset is to complete teacher-designated learning to meet goals outlined</li> </ul>	<ul style="list-style-type: none"> <li>▶ Learner commitment is to following directions when given</li> <li>▶ Learner doesn't actively seek feedback, rather feedback is given through teacher or resource</li> <li>▶ Learner is directed to Habits of Mind/Profile of a Kettle Moraine Graduate, though does not yet see the connection to goals and goal setting</li> <li>▶ Learner mindset is to be encouraged to learn by teacher and comply with teacher-inspired products and directions</li> </ul>

# Questions??



## **Contact Information**

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