Designing a Job-Embedded Professional Learning Series That Supports a Growth Mindset of All Stakeholders

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Learned Something New?
Heard Something Curious?

@ReddHotMath
@Math_Solutions or @clakars
A Deep Dive into the Barriers to Effective Mathematics Instruction in APS
Contending Factors for Change

Personal Experience
Contending Factors for Change

Student Achievement Data & the Standards

Personal Experience

Source: Google Images
Contending Factors for Change

Student Achievement Data & the Standards

Value Add Teacher Data & Teachers’ Beliefs
Personal Experience
Contending Factors for Change

Student Achievement Data & the Standards

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Transitioning Leadership
Contending Factors for Change

- Student Achievement Data & the Standards
- Value Add Teacher Data & Teachers’ Beliefs
- Personal Experience
- Transitioning Leadership
- Parents & Politics
The Necessity for a Pervasive Growth Mindset

Continuum of Cultural Competency

Cultural Proficiency
- Implement changes to improve services based upon cultural needs
- Recognize individual & cultural differences, seek advice from diverse groups, hire culturally unbiased staff

Cultural Competence
- Explore cultural issues, are committed, assess needs of organization and individuals

Cultural Pre-Competence
- Differences ignored, “treat everyone the same”, only meet needs of dominant groups

Cultural Blindness
- Racism, maintain stereotypes, unfair hiring practices

Cultural Incapacity
- Forced assimilation, subjugation, rights and privileges for dominant groups only

Cultural Destructiveness

Source: Google Images
A Plan for Action: Asking the Questions

1. What is my vision for district-wide support?
2. What data needs to be triangulated to inform my plan?
3. What support will stakeholders be open to receiving?
4. How will I provide support?
5. What is the timeline for support?
6. How will I know if it works?
A Call to Action: Answering the Questions
In Partnership

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Teachers

Coaches

Parents
Multi-Year Comprehensive Plan

- **Coaches**
  - Professional Learning
  - Resources
  - Side by side embedded coaching

- **Teachers**
  - Professional Learning
  - Resources
  - Model Lessons

- **Parents**
  - Interactive Presentation
  - Parent Handbook
Coaches

- Professional Learning
  - Pedagogical
  - Math content
  - Coaching
  - Relationship building
  - Productive discourse
  - Asking powerful questions
Growth vs. Fixed

People with a growth mindset:
- Embrace challenges
- Keep trying to solve problems
- See effort as the path for mastery
- Learn from mistakes

People with a fixed mindset:
- Avoid challenges
- Give up easily
- See efforts as pointless
- Ignore useful or negative feedback
Teachers

• Professional Learning
  – Summer Foundational Learning
    • Mathematical Practices
    • Number and Operations
  – School-year Learning
    • Quarterly ½ day PL targeting upcoming priority standards
    • Model Lessons in their buildings
Parents

• Back to School Math Parent Meeting
  – Interactive presentation
    • change in standards
    • discourse
    • reasoning
    • homework support
Partnering with APS to meet their needs:

• Math Solutions reviewed upcoming pacing guide and standards per grade level to target the interactive math content for quarterly PL
  – Each session revisited:
    • Discourse, Math Practices, Writing support
Results

• Summer Teacher Participation:

100% of participants agreed/strongly agreed that the course helped strengthen their math content knowledge in ways that will support their work in the classroom.
School Job Embedded Coaching

APS K-5 Math @APS5KMath · Sep 10
Towns' teachers unpack the Standards for Mathematical Practice during their #ModeledLessons pre-brief. @apsupdate

APS K-5 Math @APS5KMath · Sep 16
Finch teachers and coach pre-brief their #ModeledLessons & discover the power of strategy in math games. @apsupdate
Evaluations

• Teachers were asked how the model lessons impacted their ability to increase student learning:

6. I can use what I learned from this session to increase student learning.

- Strongly disagree 1.6%
- Agree 28.1%
- Strongly Agree 70.3%
Quarterly Evaluations:

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Responses to Five Key Metrics
Total number of responses: (290,290,290,290,290)

- Instructor Effectively Facilitated: 64% (Strongly Agree) - 36% (Agree)
- Implement Learning Outcomes: 51% (Strongly Agree) - 48% (Agree) - 1% (Disagree)
- Continue Learning Support: 41% (Strongly Agree) - 52% (Agree) - 6% (Disagree)
- Increase Student Learning: 59% (Strongly Agree) - 41% (Agree)
- More Effective in Role: 51% (Strongly Agree) - 48% (Agree)
Questions & Comments:
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