

Professional Learning Framework

CJUSD Definition of Collaboration:

All CJUSD schools must ensure that everyone belongs to a team that focuses on student learning.

- Teams must have adequate time to meet during the workday and throughout the school year.
- Teams must develop norms to clarify expectations regarding roles, responsibilities, and relationships among team members.
- Teams must focus their efforts on crucial needs/issues related to learning.
- Teams must generate relevant products, including, but not limited to lists of essential outcomes, rigorous lesson design/plans, different kinds of assessments (different ways to show understanding), analyses of student achievement, and strategies for improving results.
- Teams must adopt student achievement goals aligned to school and district goals.

Rationale:

Working in a collaborative group, the Professional Learning Team determined that utilizing the California Standards for the Teaching Profession (CSTP) would be beneficial to support the Professional Learning/Collaboration framework, strengthening our professional practices to better serve the CJUSD communities. By focusing on the CSTP during collaboration time, educators can engage in meaningful discussions about their teaching practices, share strategies and ideas, and work together to refine their teaching to better support student learning.

Expected Outcome:

The focus should always be on student success and the idea that every student can learn.

Through the use of the components of an effective Professional Learning Community, teams will find learning gaps, plan by using research based strategies and then analyze results.

They will reflect on the data and make adjustments.

Expected Norms:

We agree that the only way we can create a professional learning community in which we can implement cycles of learning and inquiry is by adhering to the following commitments within our group: members will demonstrate professional responsibility, integrity, and ethical conduct (be on time, listen to others, be physically and mentally present). This work, as outlined by our CJUSD Professional Learning Commitment, will be supported at all levels.

Professional Learning Framework

Step 1: Understand the problem & the system that produces it		
Action Steps	What We Will Do	*Outcomes
Review data	- Review data to determine the learning gaps of all student groups - What do we expect students to learn? - How will we know when they have learned it? - How will we respond when they don't learn it? - How will we respond when they already know it?	- Conclusions reached from analysis of data - Select focus/problem of practice, research as needed
Step 2: Focus Collective Efforts		
Action Steps	What We Will Do	Outcomes
Set a Goal	- Plan and calibrate what the standard(s) is requiring - Collectively determine a goal and action steps. - Research as needed - Agree upon a common assessment	- Written goal - Common assessment - Agreed upon success criteria
Step 3: Inquiry Design		
Action Steps	What We Will Do	Outcomes
Plan for Implementation	- Understand and Organize Subject Matter for Student Learning - Plan Instruction and Design Learning Experiences for All Students Reference CSTP 3 & 4	- Create action plan - Lesson planning
Step 4: Implement & Observe		
Action Steps	What We Will Do	Outcomes
Implement/teach and Observe	- Apply in classroom by: - Engaging and Supporting All Students in Learning - Creating and Maintaining Effective Environments for Student Learning Reference CSTP 1 & 2 - Be open to non-evaluatory peer visits centering around the work done in the PLC	- Non-evaluatory peer visits - Give and receive timely feedback - Collect data

Professional Learning Framework

Step 5: Assess & Reflect		
Action Steps	What We Will Do	Outcomes
Analyze Data and Reflect	● Assess students for learning ● Reflect on: ○ Did we meet our goal? How do we know? ○ How is this inquiry process supporting us as educators? What adjustments do we need to make to this cycle? ○ Using what we have learned about ourselves and our students, what adjustments will we make to our next inquiry cycle? Develop as a professional educator Reference CSTP 5 & 6	● Reflect on feedback ● Discuss data findings ● Next steps

*Outcomes may include other ideas not listed in the framework.

Resources

[California Standards for the Teaching Profession](#)

[CSTP Continuum of Teaching Practice](#)

Note to final document: add links to pertinent documents (LCAP goals), such as school and district goals

[CJUSD Professional Learning Commitment](#)

[CA ELD Standards](#)

Add in the link to the professionalism document when it is completed.