

CJUSD Professional Learning Commitment

Colton Joint Unified School District empowers invested educational partners to work collaboratively as they participate in professional learning communities. Our learning organization increases student achievement through an effective professional learning system that embodies a mindset of: **growth**, equity, community, effort, perseverance, risk, and accountability. The professional learning system utilizes professional learning communities at all levels of CJUSD.

District leadership supports the learning organization by engaging in intentional practices for continuous **growth**. CJUSD implements consistent policies, procedures, funding, and protected time to support: cycles of inquiry, structured collaborative learning, research, and innovation. Professional learning expectations are clearly defined and communicated to all educational partners. District leadership remains committed to actively working with site leadership and providing support to address the unique professional learning needs at each site.

Site leadership supports the learning organization by engaging in intentional practices for continuous **growth**. Site leadership will ensure regularly scheduled, protected time within the contracted day to provide autonomy within the parameters of the professional learning system and support educators' participation in structured collaborative groups. Site leadership allocates time and resources for professional learning communities to participate in continuous learning cycles. Innovative practices are supported with the understanding that success comes over time.

Educators support the learning organization by participating in an educator-driven professional learning community with a focus on **growth**, inquiry, reflection, and action. Educators intentionally prioritize student achievement with the conviction that every student can learn. Educators commit to working together, being open to non-evaluatory peer visitations centering around the work done in their professional learning community, giving and receiving timely feedback, taking responsibility for their contribution to their teams, and supporting each other in the continuous learning cycle.

As a result of this professional learning system, students participate in learning activities focused on **growth**. In this environment, students will participate in critical thinking discussions and be open to constructive feedback. Students know that their background and experiences are an integral part of the classroom culture, and learning activities honor those experiences. Students develop a mindset that success comes through community, effort, perseverance, risk, and accountability, which is consistently modeled by the other members of the organization. Students' ownership of their learning will prepare them to thrive in college and the global workforce becoming responsible, productive citizens.