



THE PROFESSIONAL LEARNING ASSOCIATION

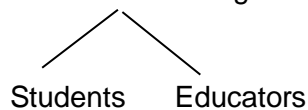
VIRGINIA

Learning Forward Virginia Draft Strategic Plan 2016-18

This plan will guide the work of Learning Forward Virginia for the coming two years as it works to achieve Learning Forward’s vision, “Excellent teaching and learning every day.” As an affiliate, Learning Forward Virginia aligns its Strategic Plan with the beliefs, mission, vision, and strategic priorities of Learning Forward, while also reflecting the very specific and unique needs, strengths, and priorities of educators throughout the Commonwealth of Virginia.

Professional learning is not an isolated event or a set of events; rather, it is an ongoing support to, and driver of, the continuous school improvement process, professional certification, educator evaluation, and the implementation of rigorous student content standards. Professional learning is comprehensive, sustained, and intensive approach to improving educators’ effectiveness in raising student achievement. It provides opportunities for professional discourse, analysis, application, and reflection. Professional learning is relevant learning that is essential to ongoing improvements in professional practice and job effectiveness.

Learning Forward Vision: Excellent teaching and learning every day.



Learning Forward Virginia Mission: The mission of Learning Forward Virginia, Inc. is to build state, regional, and local capacity of all educators to learn, lead, and ensure success for all students..

Learning Forward Virginia Goal: The goal of Learning Forward Virginia, Inc. is to provide leadership, information, strategies, and best practices through standards-based professional learning that results in continuous improvement of professional practice and student learning.

Learning Forward Virginia Beliefs

1. Professional learning that improves educator effectiveness is fundamental to student learning.
2. All educators have an obligation to improve their practice.
3. More students achieve when educators assume collective responsibility for student learning.

4. Successful leaders create and sustain a culture of learning.
5. Effective school systems commit to continuous improvement for all adults and students.

Strategic Priorities Overview

Learning Forward's recently revised Standards for Professional Learning define the elements essential to educator learning that leads to improved practice and better results for students.

Learning Forward Virginia will focus on the three priority areas below over the next two years.

Standards and Impact

Learning Forward establishes standards and examines evidence to strengthen and document the impact of professional learning.

Leadership and Practice

Learning Forward builds the capacity of its members, clients, partners, and staff to establish and sustain effective professional learning.

Advocacy and Policy

Learning Forward advocates policies and practices that strengthen the field of professional learning. Elevate LFVA as the clear authority and leading advocate for effective professional learning.

Learning Forward Virginia is committed to improving student learning in Virginia by providing leadership and support for those responsible for facilitating and implementing professional learning.

We facilitate this by:

- promoting the Learning Forward’s New Definition of Professional Development
- promoting the development and use of the Learning Forward standards-based professional development processes
- providing forums for the sharing of expertise, experience, and resources
- supporting the development of a network of those responsible for professional learning in education
- facilitating collaboration with other professional organizations that pursue and support excellence in student learning
- conducting and disseminating research on professional development in Virginia

Inputs	Strategies (Activities)	Midterm Outcomes	Strategic Priorities (Long Term Outcomes)
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<ul style="list-style-type: none"> ● Research on professional learning and its impact on educator and student success ● Policy briefs from States who have adopted the standards 	Meet with VDOE (Dr. Billy Haun and Ms. Patti Pitts) to advocate for adoption of Professional Learning Standards	VDOE adopts the LF standards for professional learning	Advocacy and Policy Learning Forward VA advocates policies and practices that strengthen the field of professional learning.
<ul style="list-style-type: none"> ● LFVA develops policy briefs ● Media support to strengthen professional learning 	Increase advocacy and promotion of highly qualified, effective professional learning	School divisions adopt and implement LF standards	
<ul style="list-style-type: none"> ● Calendar of professional events shared ● Professional associations contacts shared 	Collaborate on offerings Present at associations' conferences/workshops	LFVA connects and partners with other VA professional associations	
<ul style="list-style-type: none"> ● Research on professional learning and its impact on educator and student success ● Policy briefs from States who have adopted the standards 	Meet with VDOE (Dr. Billy Haun and Ms. Patti Pitts) to advocate for adoption of Professional Learning Standards	VDOE adopts the LF standards for professional learning	Standards and Impact Learning Forward VA establishes standards and examines evidence to strengthen and document the impact of professional learning.
<ul style="list-style-type: none"> ● LFVA develops policy briefs ● Media support to strengthen professional learning ● LFVA attend VA regional meetings 	Increase understanding and knowledge of highly qualified, effective professional learning and how to use the Standards for Professional Learning for school improvement	District leaders adopt and implement LF standards	
<ul style="list-style-type: none"> ● LF resources ● Adaptive Schools workshops ● ELP Facilitator's Guide ● Beyond PD and Facilitator's Guide ● <i>Intentional Interruptions</i> by Steven Katz 	Create PL 101: Tools for High Quality Professional Learning for school level & teacher leadership		
<ul style="list-style-type: none"> ● LFVA develops policy briefs ● Media support to 	Increase understanding and knowledge of highly qualified, effective professional learning and	District leaders adopt and implement LF standards	Leadership and Practice

strengthen professional learning <ul style="list-style-type: none"> ● LFVA attend VA regional meetings 	how to use the Standards for Professional Learning for school improvement		Learning Forward VA builds the capacity of its members, clients, partners, and staff to establish and sustain effective professional learning.
<ul style="list-style-type: none"> ● LF resources ● Adaptive Schools workshops ● ELP Facilitator’s Guide ● Beyond PD and Facilitator’s Guide ● <i>Intentional Interruptions</i> by Steven Katz 	Create PL 101: Tools for High Quality Professional Learning for school level & teacher leadership Revise and strengthen ELP Assess effectiveness of PL 101 and ELP		
<ul style="list-style-type: none"> ● Survey created by Kickup? ● Technology tools used to gather evidence ● 	Create survey to collect data on standards adoption and implementation Gather anecdotal evidence from board members, colleagues, etc.	LFVA gathers evidence of standards in practice across VA	

Year 1 Feb 2016- Feb 2017				
Outcome	Action	Person Responsible	Timeline	Success Criteria
VDOE adopts the LF standards for professional learning	Meet with VDOE: Dr. Billy Haun and Ms. Patti Pitts to advocate for adoption of Professional Learning Standards ~request meeting with Dr. Haun ~send follow up email ~share Standards documents and research that supports the importance of professional learning for school improvement, educator learning and student success	Board Members ~ Judy to schedule	Feb - Mar 2016	Meeting scheduled. Dr. Haun receptive to adopting Standards for Professional Learning
	LFVA connects and partners with other VA professional associations	Professional contacts from Board Members	Mar - Dec 2016	Partnerships with professional associations established; Presentations at

				association conferences given
District leaders adopt and implement LF standards	Create PL 101: Tools for High Quality Professional Learning for school level & teacher leadership ~brainstorm content of modules use Apr-May Tech Calls ~research content May-July ~use 2-3 day retreat to create modules Fall 2016 ~present to full board Nov 2016 ~roll out PL 101 Mar 2017	Board Members	May 2016 - Mar 2017	PL 101 created. Modules offered to school division leadership and teachers
	Revise and strengthen ELP (coordinates with PL 101) ~establish additional meeting for COPs to revisit issue of practice; use Consultancy Protocol ~Day 3 with issue presentations Apr-May??	Board Members	Mar - May 2016	COPs clarify issue of practice; begin preparing for final presentation
	Survey ELP participants in pilot Survey PL 101 participants	Board Members (survey monkey, KickUp)	May 2016 2017	Survey results determine next steps

Year 2 draft IDEAS 2017- Feb 2018				
Outcome	Action	Person Responsible	Timeline	Success Criteria