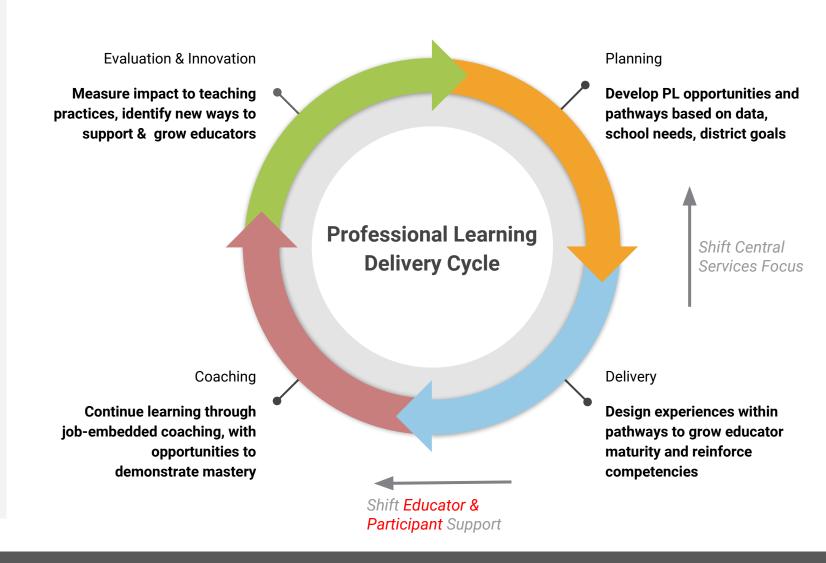
Professional Learning Delivery Cycle

- Currently, there are many departments delivering PL to educators with limited coordination and minimal co-planning, along with disjointed follow-up and coaching after workshops.
- Instead, we recommend distributing these processes across the delivery cycle, dedicating resources to planning and authorizing working teams for delivery, coaching and evaluation.
- Since roles and responsibilities are different across steps in the cycle, standard processes and handoffs and clear milestones are required.

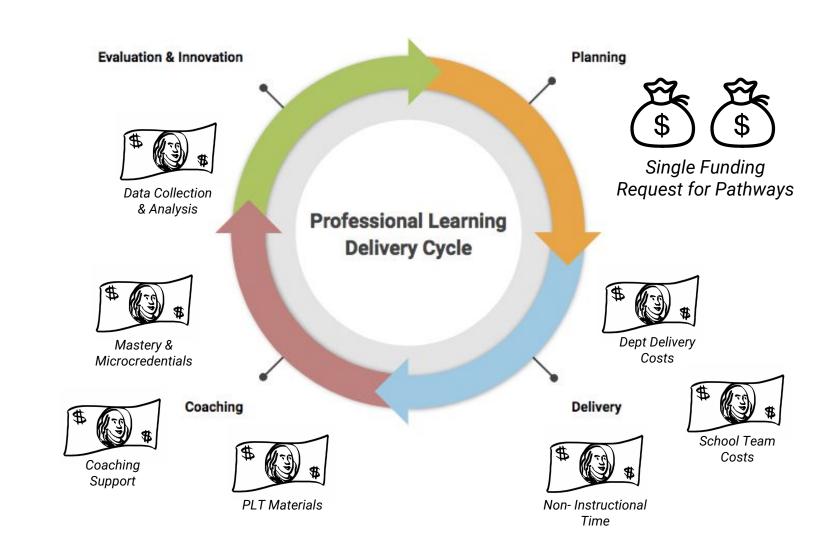




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Professional Learning Budget & Financing

- Currently, departments individually advocate for PL funding through the business case process.
- Future process will reconcile budget requests across departments delivering PL for inconsistencies or duplications.
- Cost calculations are expanded beyond Delivery (e.g. workshop expenses) to encompass resources to provide necessary follow-up / coaching, data collection to measure impact, etc.





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Funding aligns to delivery cycle & pathways

Planning



- Professional Learning (PL)
 Planning Team prioritizes
 pathways and aligns required
 and requested courses and
 content.
- Gaps in current content, experts, and delivery logistics (facilities) are identified by the PL Planning team.
- Budget requests are created to cover the total cost to coordinate delivery, follow-up / coaching & evaluation of full pathways.

Delivery

Summer / Fall / Spring

- Specific departments or school teams are provided the necessary funds to plan and create content. Or funding is used to procure external experts and resources.
- Questions and leading practices are discussed within the Delivery Working Team.
- The PL Planning Team takes care of logistics (e.g. scheduling, facilities, general workshop costs), specific central service department are provided funds to deliver content.

Coaching

Fall / Spring

- Funding is available to develop materials and provide training to central services based CTs and school based coaches, supporting them to provide follow-up and in-classroom implementation assistance.
- Coaching Working Team, with the support of the PL Planning Team, organizes processes for educators to demonstrate mastery and earn microcredentials.

Evaluation

Ongoing

- Evaluation Working Team monitors and assess impact based on general PL indicators, along with educator practices and mindset.
- Using a "safe enough to try" methodology, evaluates the investment (year over year) for pathways, adding in the incremental costs and impact.
- Provides recommendations on how to adjust pathway funding, delivery mechanisms, and coaching practices for following year.

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Led by Professional Learning Planning Team



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