

Professional Growth Materials

To learn more about how to restructure your school system at scale:

- **A New Vision for Teacher Professional Growth & Support: Six Steps to a More Powerful School System Strategy**

http://www.erstrategies.org/library/a_new_vision_for_pgs

In this publication, ERS expands the traditional definition of teacher Professional Development to Professional Growth & Support, which includes any use of people, time, and money that targets improvement of teaching. We hope to both challenge and support educational leaders to create a more strategic approach to building teaching effectiveness—one which moves beyond traditional “training” and is instead integrated into the essential instructional improvement activities that high-performing schools undertake.

With generous funding from the Bill & Melinda Gates Foundation, we combined research, past experience with urban districts, and deep analysis of three different school systems—Duval County, Florida; Washington, DC; and charter network Achievement First—to identify six steps school system leaders can take to implement this vision cost-effectively. With each step, we describe the strategy, share insights from spending and practice data across school systems, highlight challenges, and provide some tips for taking action.

- **Professional Growth & Support Case Studies: Promising Practices at Achievement First, Agile Mind, Teach Plus, and Aspire Public Schools**

http://www.erstrategies.org/library/pgs_case_studies

*In this set of case studies, we profile four organizations that have implemented a strategic approach to teacher Professional Growth & Support. The charter management networks, Achievement First and Aspire Public Schools, and the two reform organizations, Teach Plus and Agile Mind, have successfully increased student achievement with a sustained focus on teaching effectiveness and capacity. Their investments in integrated professional growth models, instructional guidance systems, teacher leaders, and teaming around data demonstrate ways that schools can implement the Eight Principles of a Strategic Professional Growth & Support System, referenced in *A New Vision for Teacher Professional Growth & Support*.*

In each case study, we describe the mission and background of the organization, strategic approaches to Professional Growth & Support, performance results, program costs, lessons learned, and next steps.

Tools and resources:

- **Professional Growth & Support System Self-Assessment: Assess How Your School System Aligns with the Eight Principles of Strategic Professional Growth & Support**

http://www.erstrategies.org/library/pgs_system_self_assessment

The Professional Growth & Support System Self-Assessment helps school systems evaluate their current

Professional Growth & Support strategy against the Eight Principles of Strategic Professional Growth & Support. In each section, school leaders can identify the statement that most closely aligns with their system's current reality, and tally the points for each principle. Lower numbers indicate the principles and practices where a system has the most room for growth, and will help leaders prioritize the next steps of their system's evolution.

- **Professional Growth & Support Spending Calculator: Quantify Your Investment in Teacher Effectiveness**

http://www.erstrategies.org/library/pgs_spending_calculator

The Professional Growth & Support Spending Calculator helps school systems quantify all current spending aimed at teaching effectiveness, in order to implement a system-wide, well coordinated strategy for teacher growth. This tool is divided into two parts: Part I provides worksheets to analyze total investment, while Part II provides a system for evaluating investments based on purpose, target group, and delivery method.

In this Spending Calculator, ERS expands the more traditional definition of professional development to Professional Growth & Support in order to include any use of people, time, and money that targets improvement of teaching. This covers not only direct professional development but also time devoted to collaborative planning, salary increases for education credits, and funds that support curriculum development, teacher evaluation, and student assessment.

- **Professional Growth & Support Interactive Presentation**

http://www.erstrategies.org/library/pgs_presentation

A narrated PowerPoint presentation that introduces the key concepts and findings around teacher Professional Growth & Support. Mid-presentation exercises encourage audience members to reflect on their system's Professional Growth & Support investments.