

New Jersey Staff Development Council
Professional Development Retreat
April 30, 2007

The Foundation for
Professional Learning Communities:

Professional, Learning



...the heart of change is a change of heart...

Kathy and Rob Bocchino
www.heartofchange.com

Introductions and Overview

Take into account that *great love and great achievements involve great risk....Dahlai Lama*

Attributes of a Professional/Expert

The Professional

Professionals exhibit the following attributes as they perform their responsibilities:

1. *Decision-making:* Actions are the artifacts of decisions which are relativistic and situational, rather than just following a “recipe” or set of directions.

2. *Distinction-making:* Professionals maintain an up-to-date understanding of research. Decisions are supported by research that is continually expanded and refined. And as a result, these leaders make ever-more refined distinctions.

3. *Precise Professional Vocabulary/Language:* Professionals demonstrate precision in perception, thought and language. This precision is evident in a progressively more refined professional vocabulary which supports the ability to clearly articulate distinctions and is not available to the general public.

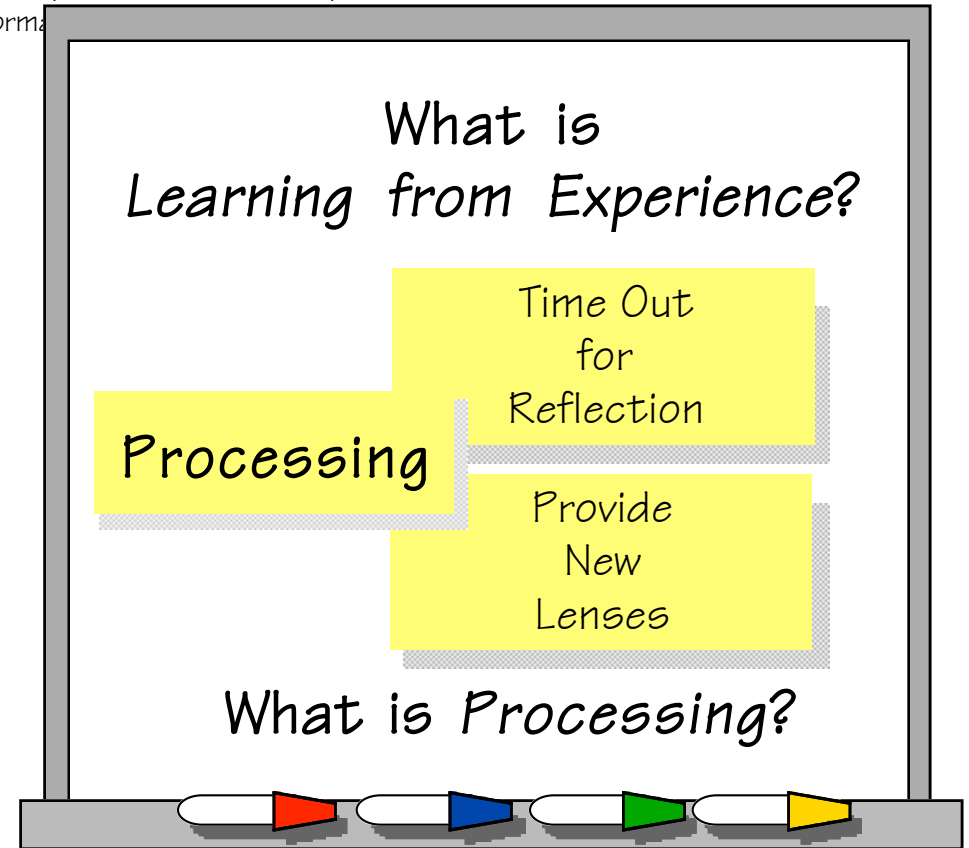
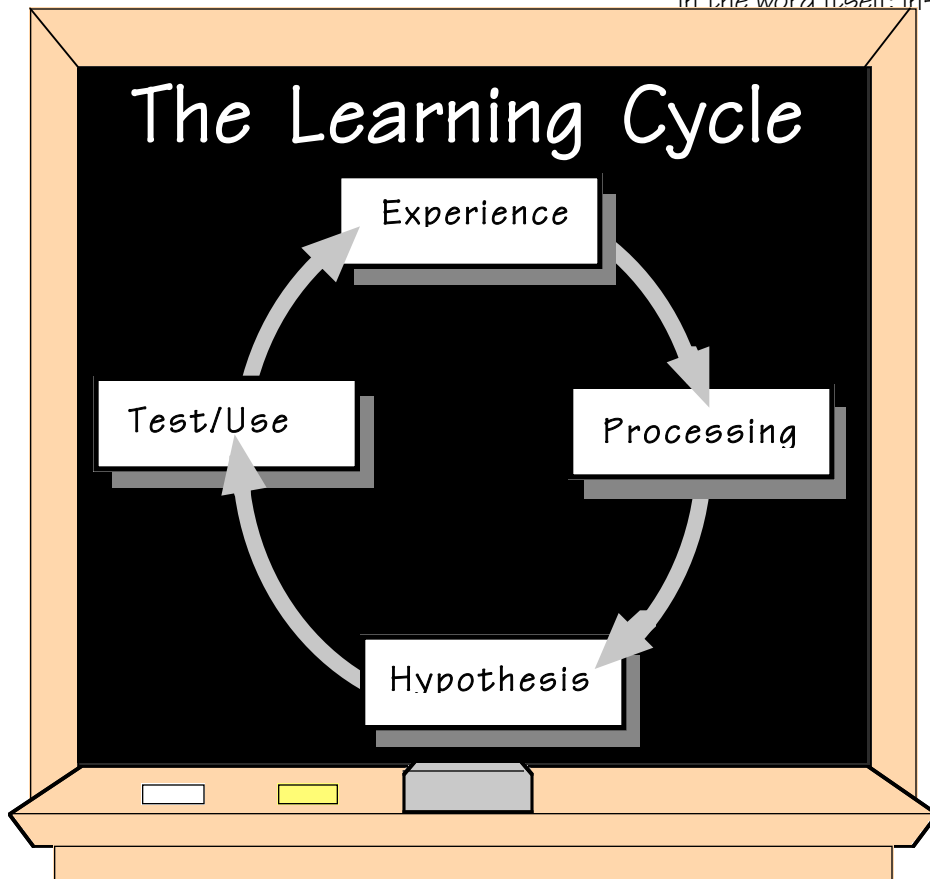
Many researchers and writers (Hunter, Joyce and Showers, Marzano,

Garmston and Costa) define teaching as “a constant stream of conscious decisions which when implemented, affect the probability of learning...” The scientific basis of state-the-art of teaching is continually expanding. Without continued effort by administrators and teachers alike, to keep up-to-date with the knowledge base on which educational decisions are based, they

lose their professional standing and they compromise their ability to optimize student learning. This program provides the foundation; the means for disseminating this information will be determined by the needs of each school.

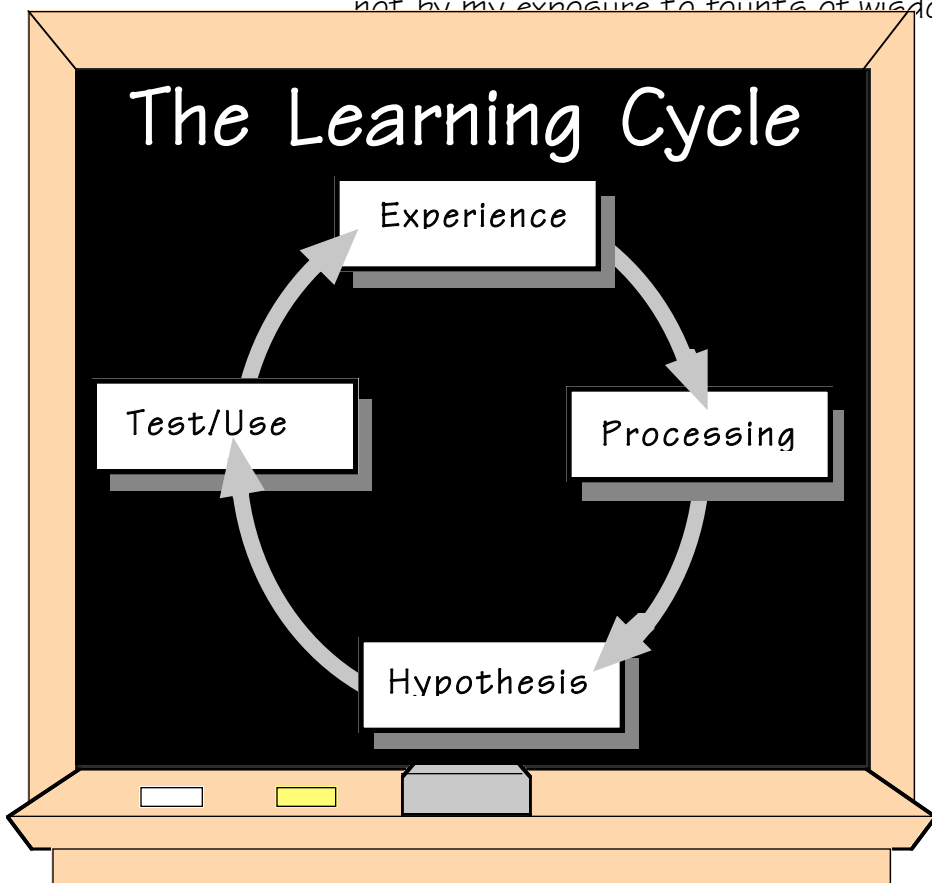
Kolb's Learning Cycle: Learning from Experience Creating Professional Learning

One Leadership Function is to provide or teach new lenses and perspectives to analyze experience and data.....information" is revealed in the word itself: in-forma



Learning From Experience

I have learned throughout my life as a composer chiefly through
not by my exposure to founts of wisdom and



Cycle #1 _____

Cycle #2 _____

Cycle #3 _____

Cycle #4 _____

Criteria for Effective Data Cultures

Obstacles to Using Data:

- lack of data training
- fear of data
- negative experience with data
- data is overwhelming; too much data
- insufficient examples of exemplary data practices
- the data is for someone else's purposes
- the problems are obvious or the solutions are obvious
- data analysis has negative (unsafe) consequences

Team Activity:

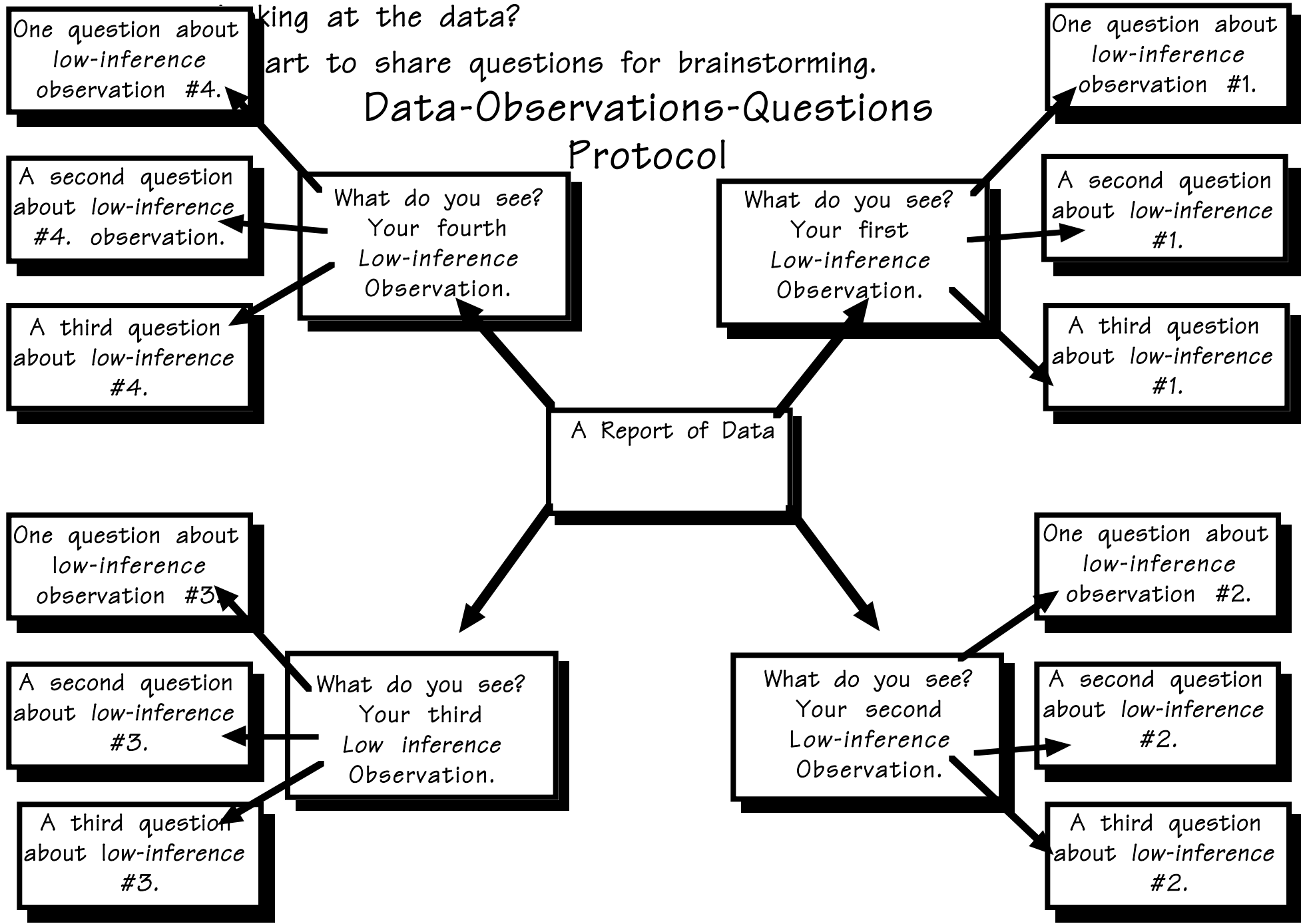
- A. Identify an initial concern/obstacle from the list above or from your experience.
- B. Create a *How to* question that addresses the obstacle or concern.

How to:

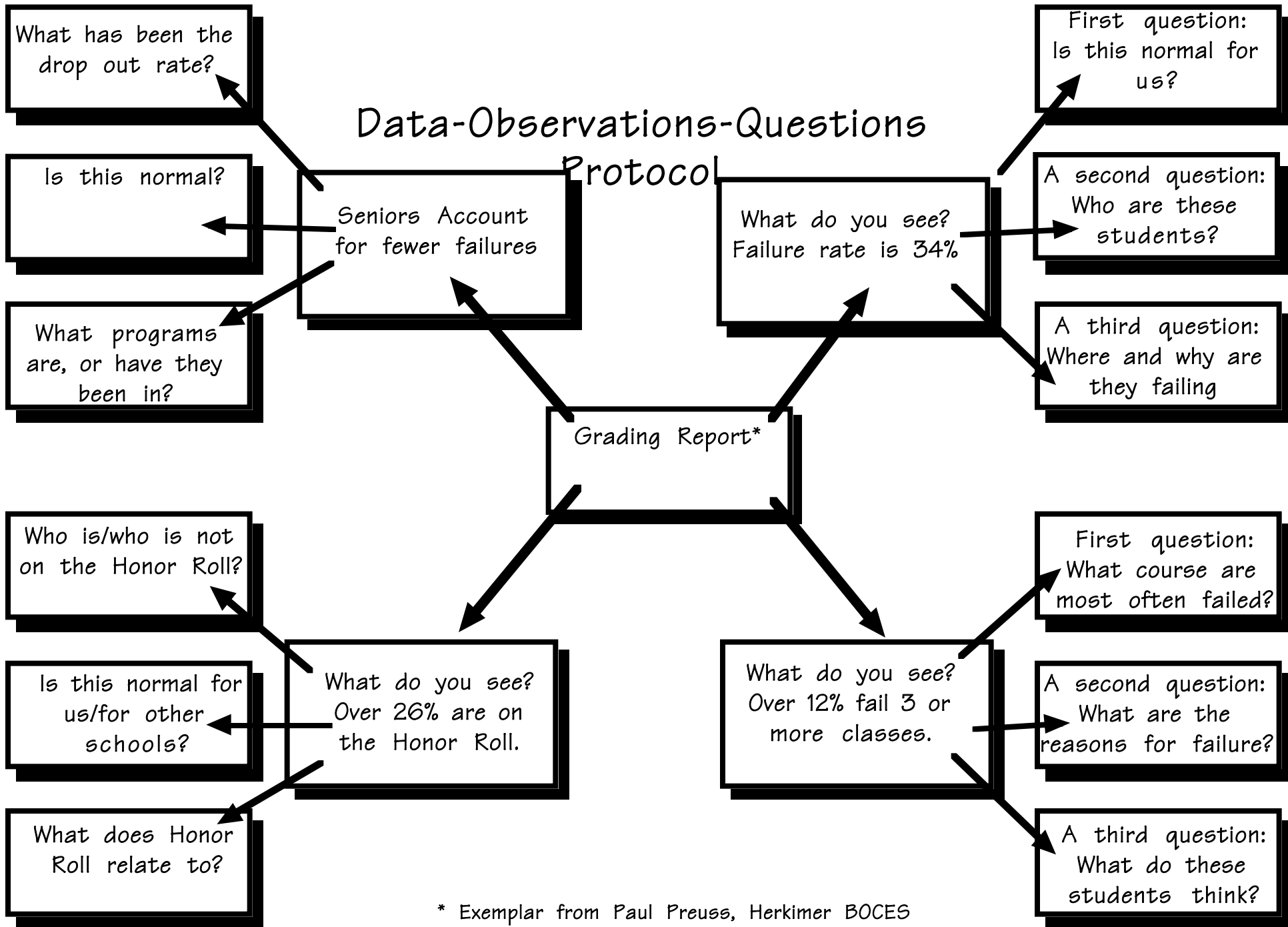
1. Make it Safe. What can we do to build a culture safe enough to use all available data?
2. Make it Manageable. What can we do to help people understand what they are seeing?
3. Provide Appropriate Training. How can we provide multiple tools for

Looking at the data?
Start to share questions for brainstorming.

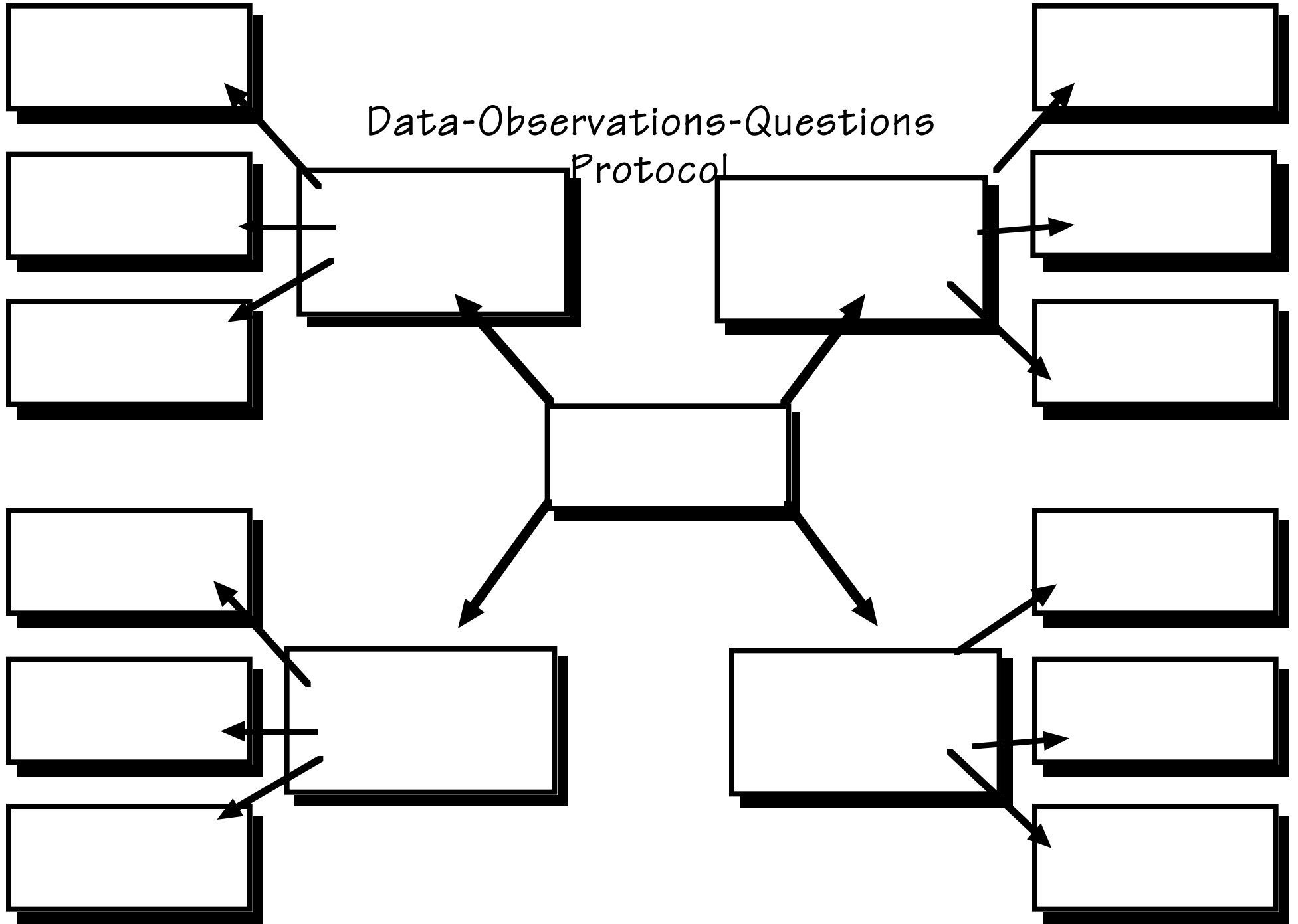
Data-Observations-Questions Protocol



Data-Observations-Questions Protocol



* Exemplar from Paul Preuss, Herkimer BOCES



To contact
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you can e-mail to:
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and we will answer within 48 hours.

For additional follow up information or for on-line articles go to our website:
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Feedback

General thoughts or important ideas for you from this session:

What are some things you would you like to tell Rob about this session?

What are some things you would tell a colleague about this session?

