

PROFESSIONAL LEARNING SOLUTION

As a leading provider of professional learning services across the U.S., **Carnegie Learning** is excited to present our proposal for the *Strengthening Instructional Quality* focus area of the systematic professional learning plan in Arkansas. With our extensive experience in delivering math and literacy professional learning, coupled with a seasoned team of facilitators and coaches who are all former educators, we are uniquely positioned to meet the diverse needs of teachers and leaders in your state's districts.

We propose to expand and implement a research-based, cohesive, and synchronized professional learning system that supports sustainable growth and improvement district-wide. Our dynamic, four-part system includes job-embedded coaching, demonstration lesson cycles, and professional learning communities, all aimed at improving learning outcomes for students, educators, and leaders alike. This solution enhances teachers' and leaders' ability to plan for and implement HQIM, increasing student access and acceleration opportunities in every classroom.

Proposed Solution

Our overarching goal is to build capacity within teachers and district- and building-level instructional leaders, enabling them to create and support a rigorous, student-centered learning environment in every classroom, regardless of the HQIM in use. The proposed professional learning system focuses on fostering continuous, sustained professional growth among educators and leaders to enhance student achievement.

1. Initiate Stakeholder Engagement and Calibrate a Vision for High-Quality, Evidence-Based Instruction at the District Level

We will support the development and calibration of a clear vision for evidence-based math and literacy teaching and learning alongside a full team of district and school-level stakeholders, including school board members, superintendents, principals, teachers, and educational service cooperatives. Together, we will develop and leverage a common language and understanding of the district-wide vision for literacy and mathematics teaching and learning, communicate that vision to all educators, and calibrate that vision across the district. This will set the stage for all future professional learning work and professional learning community focus areas.

2. Implement Research-Proven, Job-Embedded Teacher Support to Deliver High-Quality Instruction in Mathematics and Literacy

Our educator support focuses on evidence-based strategies aligned with high-quality instructional materials (HQIM). Using data-driven decision-making from formative and summative assessments, we ensure that learning outcomes are evident to all stakeholders. Our side-by-side coaching includes structured protocols that align with the state's and district's instructional vision, support HQIM implementation with integrity, leverage professional learning communities (PLCs), and provide demonstration lesson cycles and feedback using evidence-based coaching strategies.

3. Build the Capacity of Leaders to Enhance the Implementation of High-Quality Instruction in Every Classroom

Supporting building leaders is essential to ensuring district-wide success. Through our 2-day Leadership Summit, leaders will gain the knowledge and practices necessary to accelerate teacher capacity and positively impact student outcomes through learning practical strategies to become highly effective instructional leaders. Leaders will also receive strategic planning support through both onsite and virtual sessions tailored to their specific contexts. Additionally, quarterly Principal PLCs will create a network of empowered leaders across the district and Meta Coaching will be offered to further support principals in building their toolbox to support highly effective implementation of high-quality instruction.

4. Tie it All Together with Math and Literacy Content Academies for Educators

Our 5-day immersive academies are designed to rejuvenate and equip educators with innovative tools and strategies, growing their content knowledge and pedagogy. Our Content Academies provide professional learning that equips teachers with specialized strategies to enhance student engagement and success in math and literacy. The Literacy Academies focus on helping educators develop students' reading, writing, and critical thinking skills across various subjects, beginning at the early stages of developmental concepts all the way to disciplinary literacy in middle and high school, supporting educators in better implementation of Literacy HQIM. The Math Academies offer K-12 teachers training on implementing grade-appropriate content through HQIM, encouraging reflective practices, student-centered problem-solving, and the development of a strong mathematical foundation.

Expected Outcomes:

Districts: A cohesive and aligned professional learning culture that enhances teacher effectiveness, improves student achievement, and ensures equity in educational outcomes. Districts will benefit from a unified instructional vision that guides decision-making and resource allocation, supporting sustained growth across all schools.

Leaders: Increased instructional leadership capacity, empowering them to lead and sustain professional learning initiatives effectively. Leaders will experience greater alignment in their practices, resulting in consistent support for teachers and a stronger impact on student outcomes.

Teachers: Continuous improvement in instructional practices through new strategies, tools, and professional learning support. Teachers will have a clear understanding of district-wide instructional expectations, leading to higher levels of student engagement and more effective teaching.

Students: Improved academic outcomes through consistent exposure to high-quality, evidence-based instruction that accelerates learning, fosters deeper understanding, and closes achievement gaps across the district.

We're All In

Carnegie Learning is committed to designing and delivering professional development that aligns with your state and district's learning standards and educational goals as a part of implementing LEARNS. We offer a variety of experiences tailored to meet the needs of all adult learners. Through reflective practices, collaboration, and the use of research-based strategies, we aim to improve classroom instruction quality and increase student achievement. Our process is consultative, sustained, and built on best practices in school improvement, instruction, and leadership.