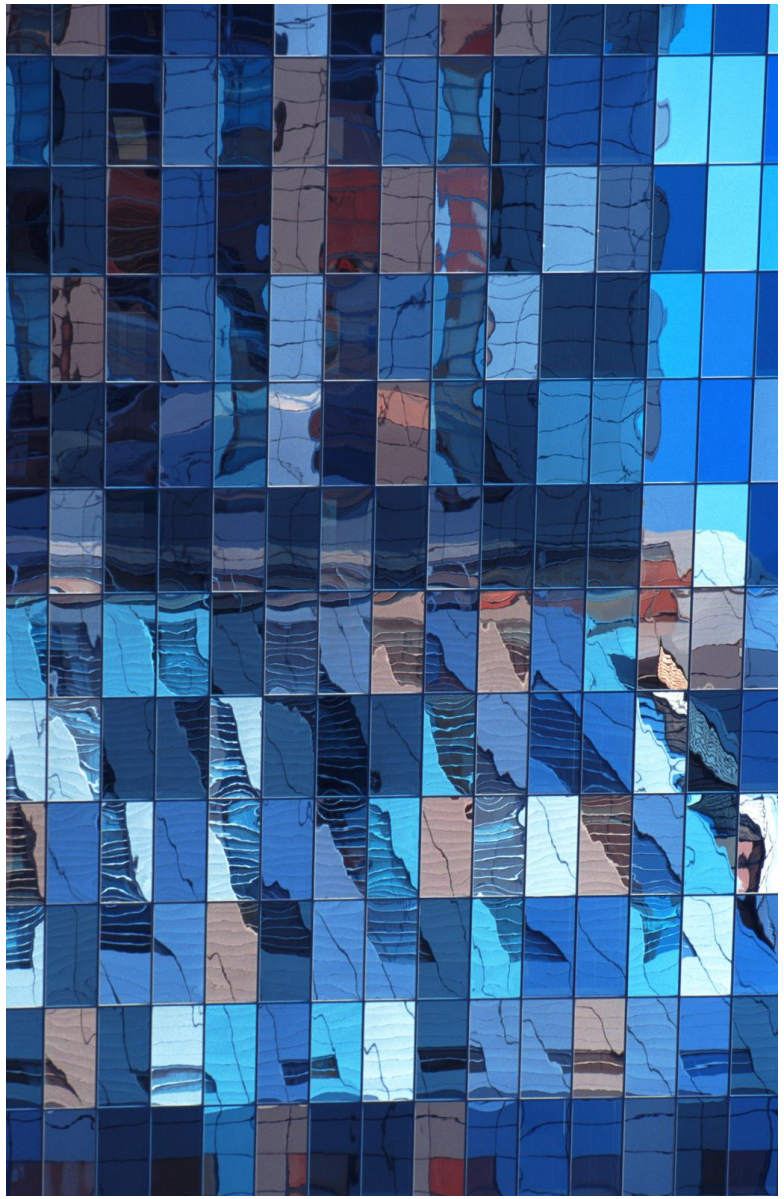


Mirrors and Windows: Professional Learning that Encourages Reflection and Connection

Allie Rodman

Slides

www.thelearningloop.com

PRESENTATIONS

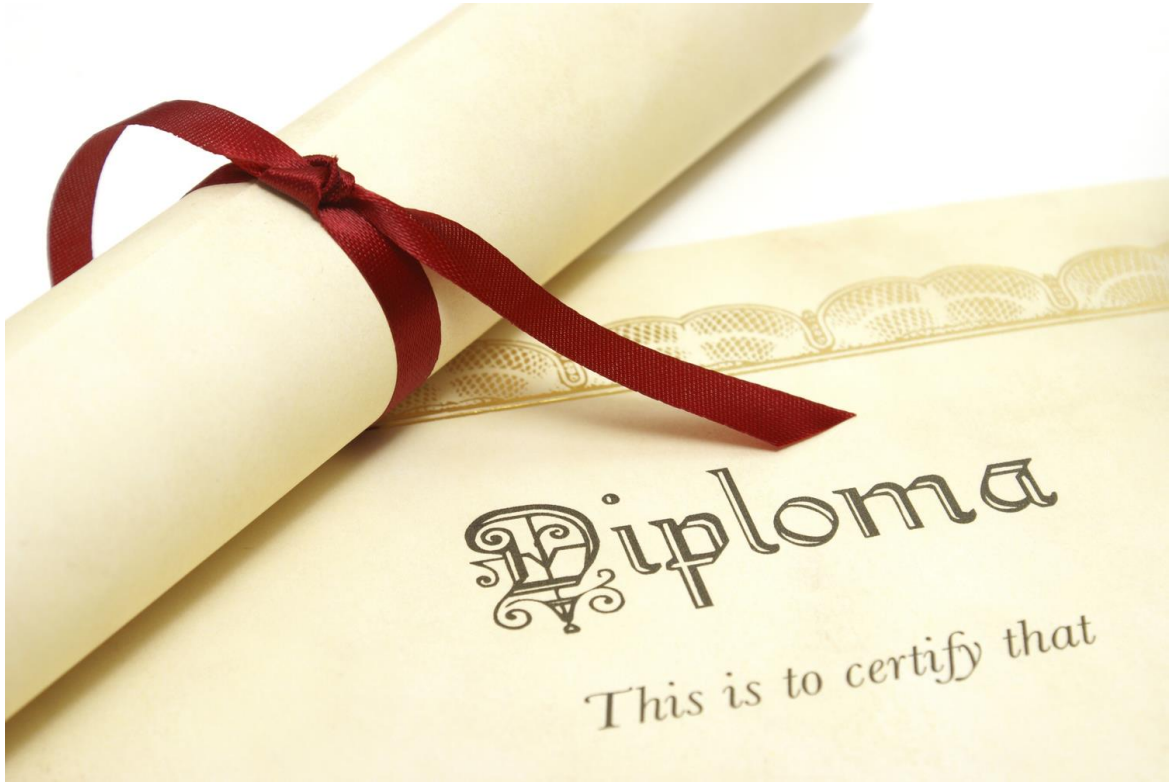
Mirrors and Windows

Introductions

Introduce yourself to the individuals next to you, sharing anything ***except*** information about your job/professional life.

I am terrible with deadlines...

Stump Speech



Sprout Speech

Our Why

How do we leverage patterns of relationships to create and sustain a culture of continuous learning?

Agenda

- Establish Purpose
- Build Safety
- Share Vulnerability
- Create Space
- Host Well

Establish Purpose

Describe an Ineffective Professional Learning Experience

Start with Why

- A category is not a purpose
- Clarity, discipline, and consistency matter
- Start why, but know how…

Build Safety

Observations and Evaluations Matter in Professional Learning

Only 47 percent [of teachers] "agreed" or "strongly agreed" that they have weaknesses in their instruction [but] districts themselves are likely a leading cause of these self-ratings....

Among teachers in their fourth year and beyond, 77 percent to more than 95 percent of teachers in the districts studied are rated Effective or Meeting Expectations (or better).

And so are between 50 and 87 percent of all *brand new* teachers.

TNTP, 2015, p. 25

Build Safety

- Overcommunicate you are listening
- Spotlight fallibility (sprout speeches, show mistakes)
- Embrace the messenger (hug those who give feedback)
- Preview future connections
- Overdo thank you's

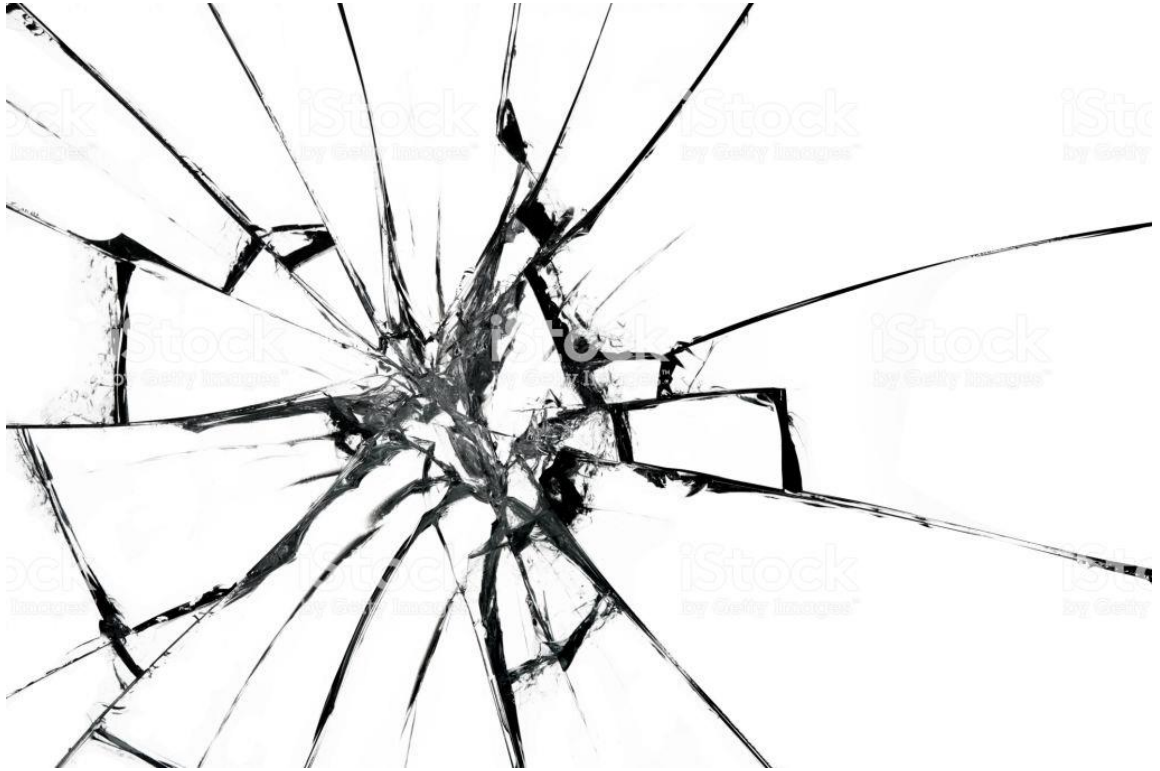
Build Safety

- Be painstaking in the hiring process
- Eliminate bad apples
- Create safe collision-rich spaces
- Make sure everyone has a voice
- Pick up trash

Share Vulnerability

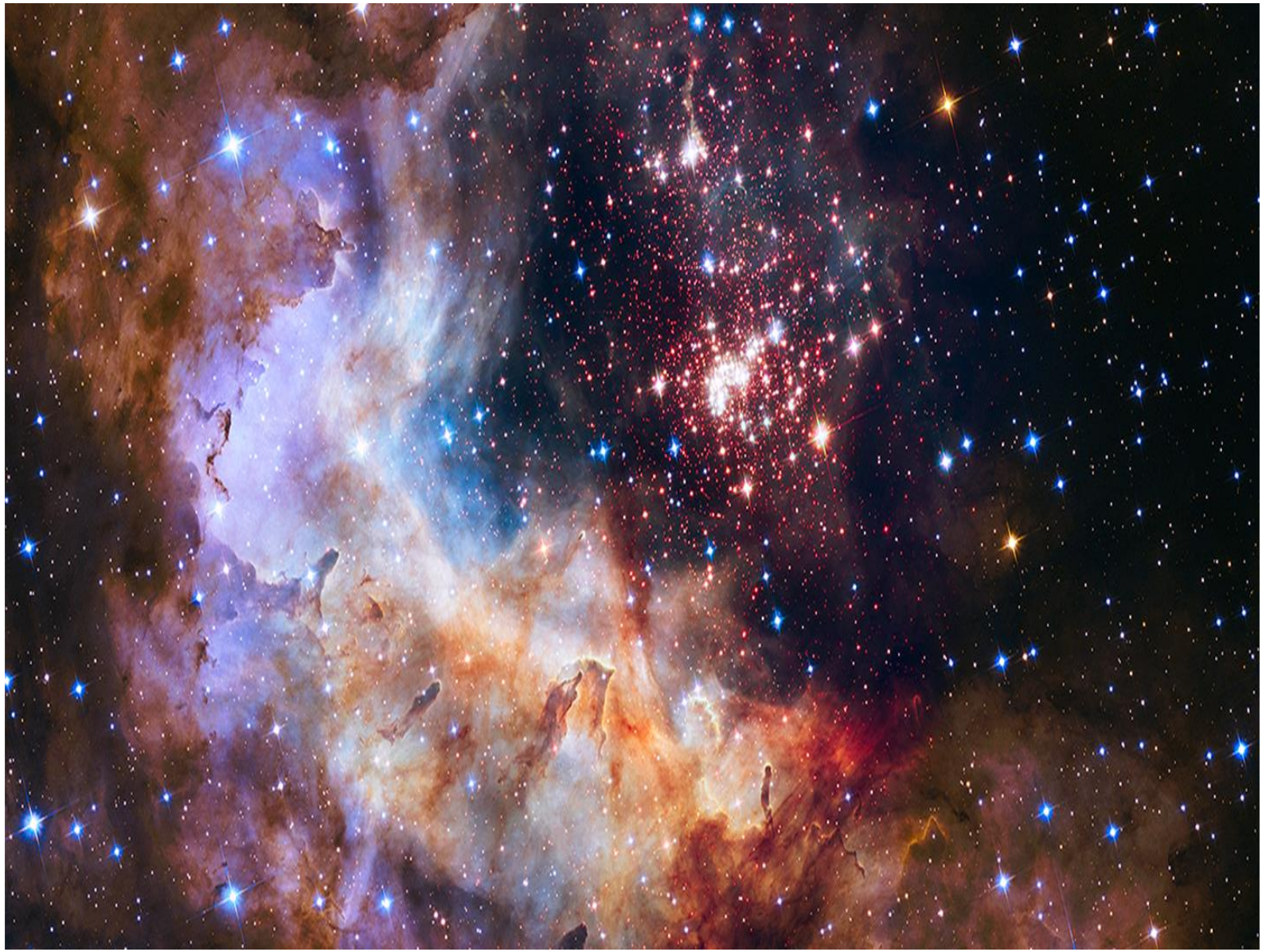
Share Vulnerability

- Stop pretending
- "See Three ASAP"
- Model the way



Pause and Reflect

What makes it difficult to be vulnerable?



Create Space

Create Space

- Exclude purposefully
- Create anticipation
- Don't come empty-handed
- Set the stage

Host Well

Host Well

- Avoid logistics
- Protect your people
- Outsource where possible
- Mingling matters

Pause and Reflect

You Can Learn Anything

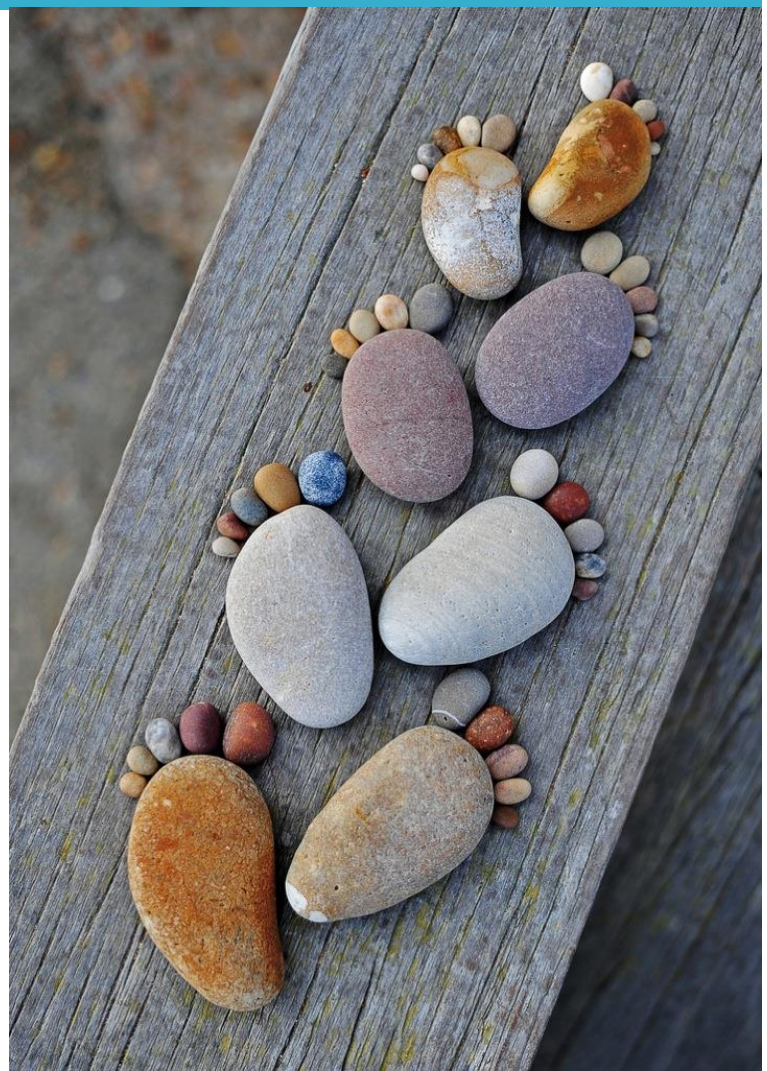
TALK it OUT

"We Were Born to Learn"

- What do you think about the notion that we were born to learn?
- Is it really possible to learn anything?
- What is the difference between babies or toddlers, who are willing to try new things and adults who may be "stuck" in their ways?

Lessons Learned

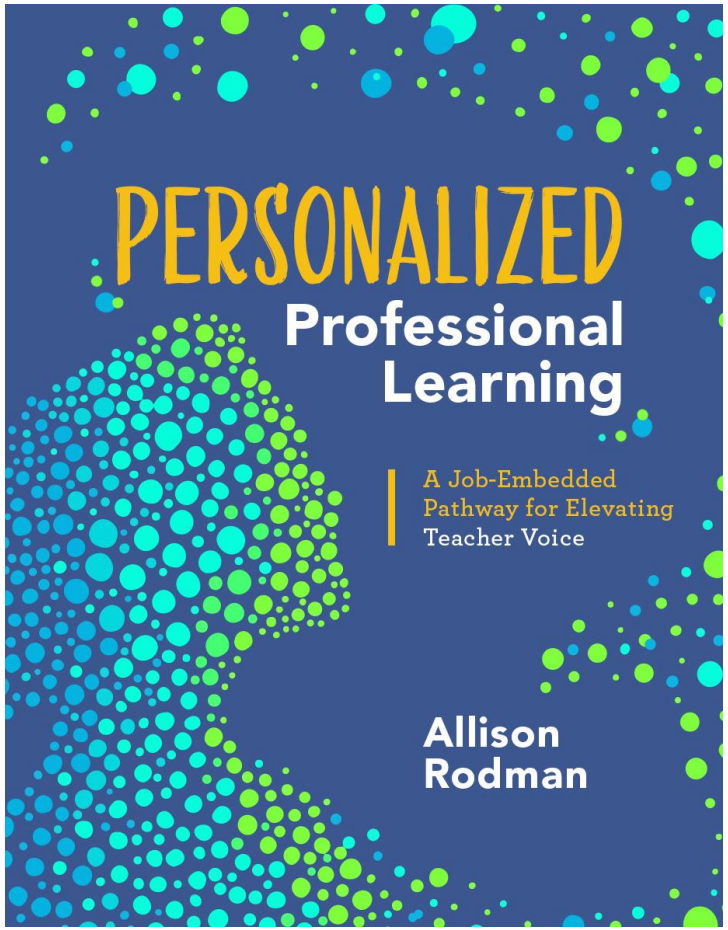
What are your next action steps? How will you encourage reflection and connection in your learning space?



thank you!

@THELEARNINGLOOP | #ASCDCTE

ADDITIONAL SUPPORT AND RESOURCES



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