

Three Models for Job-Embedded Professional Learning

	Model Classrooms	Peer Learning Labs	Learning Labs as they're being utilized in Burlington-Edison School District
Purpose	To observe high-quality instruction that can be taken back and, with support from a mentor, implemented in the new teacher's classroom.	To problem-solve with colleagues about your own students and instructional practice. Teachers come together in a host teacher's classroom and collaborate about a focused question which shifts the observation of the host teacher toward thinking together and working together through challenges related to teaching and learning. This provides a safe environment for all participants to come together as learners.	Collaboration around instructional practices within a cycle of inquiry where instructional practices and strategies are tried, analyzed for their effectiveness with students, refined and re-tried. This process allows for a deepening understanding of pedagogical practices and their effectiveness for our students while creating a setting where everyone enters as a learner.
When you might use it...	<p>This model might be useful if you...</p> <ul style="list-style-type: none"> • Have a large number of new teachers • Have identified classrooms and teachers that model exemplary instruction • Are implementing a new program or curriculum • Have district-level personnel to manage the project • Are less concerned with building a collegial culture • Can provide teachers with the necessary release time 	<p>This model might be useful if you...</p> <ul style="list-style-type: none"> • Are more concerned with building a collegial culture • Have school-level personnel, such as a coach, to manage the project • Feel there is enough trust among teachers to get the project up and running (if not, building some basic level of collegiality might be a first step in the process) • Have school or district resources to provide teachers with the necessary release time. 	<p>This model might be useful if you...</p> <ul style="list-style-type: none"> • Are interested in guiding teachers to use student evidence in their daily decision making • Are interested in building a collegial school culture • Have school-level personnel, such as a coach to manage the project • Feel that there is enough trust among teachers to get the project up and running (if not, building some basic level of collegiality might be a first step in the process) • Have school or district resources to provide teacher with the necessary release time.
Who is involved?	<p>A highly-skilled teacher is teaching in the model classroom.</p> <p>New teachers observe, accompanied by mentors or facilitators to help set a protocol for observing and debriefing what is observed.</p>	<p>Teachers who are willing to host are the teachers for the observation, but engage in the process as learners rather than experts. Peer teachers observe and reflect with host.</p>	<p>Any member of the learning lab may teach the lesson. The teacher may change during the course of the lesson. Anyone who is interested in learning with their peers may participate.</p>
Where does it take place?	In a highly skilled teacher's classroom	In the host teacher's classroom	Classrooms that are not connected with any participant in the learning lab.

This resource has been adapted from Student-Centered Coaching by Diane Sweeney and materials from the University of Washington. For more information, visit tedd.org