

# AMERICAN READING COMPANY

## JOB-EMBEDDED PROFESSIONAL DEVELOPMENT

ARC Coaches support district and school leaders as they learn to organize all stakeholders around critical evidence of student learning. Additionally, ARC Coaches work with teachers in their own classrooms as they learn to integrate ELA Standards into their daily practices. All ARC professional development is structured around a gradual-release model, starting out with a workshop, moving into grade group meetings and/or “fishbowl” demonstration lessons, and finally into one-on-one support and Status Checks, as needed.

ARC Professional Development is highly adaptable and flexible to meet the needs of the district and/or school. The total number of Professional Development days, time of year, day(s) recommendation, and recommended service types of PD can all be modified to best serve the district and/or school. Webinars are used when stakeholders cannot attend on-site or when the need arises for the district and/or school.

### Types of Professional Development Sessions

#### 1. Leadership Team Meetings

- Leadership Team Meetings are held each visit to review data that informs professional development and can be used to provide feedback and support to teachers.
- Leadership has opportunities to refine their skills, with support from the ARC Executive Coach as a model/ thinking partner.

#### 2. On-Site Workshop

- Participants work in a whole-group setting with interactive model lessons, hands-on learning experiences, simulations, videos, practical applications, and current professional literature.

#### 3. Collaborative Planning Meetings

- Grade Group Teams meet in research teams to plan for literacy instruction around four key components: task, skills required, instruction, and results.
- Grade groups monitor, plan, and edit student intervention plans and to track rate of progress and/or to focus on a specific Action Step as a grade group.

#### 4. Research Lessons and Modeling

- ARC Executive Coach leads or co-facilitates demonstration lessons in classrooms with teacher grade groups while peer colleagues observe.
- Elbow-to-elbow coaching sessions with one teacher and one child, or one teacher and a small group of students, working together with an ARC Executive Coach while peer colleagues observe.

#### 5. Accountability Systems/Feedback Loops

- **Marking Period Levels Review**
  - Levels are reviewed for every student, organized, and conducted by school and district Leadership Teams.
  - Leadership Team conducts levels reviews to ensure accuracy and identify teachers who are expert levelers and teachers in need of additional support as determined in collaboration with the Leadership Team.
- **Status Checks**
  - Classroom visits during which ARC Coach, Principal, and Leadership Team observe and collect data on a specific metric for 15 minutes and then debrief and transition to the next classroom.
- **One-on-One**
  - ARC Executive Coach provides differentiated support to individual teachers.
- **Quarterly Reviews**
  - Meeting with the ARC Executive Coach and Leadership Team to review quarterly data and to ensure the alignment of school systems.

#### 6. Webinars (Online forum)

- ARC Executive Coach provides differentiated instruction for Grade Group Teams and/or Leadership Teams based on the school or district’s need.

#### 7. Family Workshops

- ARC Executive Coach works with the school to establish and maintain academically successful reading routines at home.
- Participate and support during parent/teacher meetings.
- Support school implementation of parent coaches and volunteers.