

2020-2021 OPPORTUNITY CULTURE PROFESSIONAL LEARNING SERIES

Public Impact is offering a national professional learning series open to any Opportunity Culture (OC) principal, multi-classroom leader (MCL), team reach teacher (TRT—called expanded-impact teachers [EITs] in some sites), or reach associate (RA, paraprofessionals who support OC teachers and teams). This table shows a recommended scope and sequence for yearlong professional learning for each Opportunity Culture role. Participants will meet with their respective role groups approximately every month with structured opportunities for collaboration and learning new content. These sessions are designed to be 1.5 to two hours, minimizing time away from the classroom.

For more information or to sign up, please email Alison Harris Welcher at alison.welcher@publicimpact.com.

If you are a district administrator interested in implementing Opportunity Culture, please email Stephanie Dean at stephanie.dean@publicimpact.com.

Recommended Yearlong Scope & Sequence (see session descriptions on page 2 and pricing options on page 3)

Time Frame	Principal/AP	MCL	TRT	RA
September/ October	Launching OC: <i>Communication, Change Management, and Role Clarity</i>	Observation and Feedback: <i>Coaching Conversations Practice</i>	Problem of Practice	Problem of Practice
November	Supporting MCLs and TRTs Effectively	Co-Teaching Deep Dive (<i>joint MCL, TRT and RA session</i>)		
December	Problem of Practice	Problem of Practice	Problem of Practice	Strategies for Managing Up
January	Midyear Review: <i>Communications, Impact, and Scheduling*</i>	Midyear Review: <i>Communications, Impact, and Scheduling*</i>	Midyear Review: <i>Communications, Impact, and Scheduling*</i>	Midyear Review: <i>Communications, Impact, and Scheduling*</i>
February	Selection and Hiring	Culturally Sustaining Pedagogies (<i>joint MCL/TRT/RA session</i>)		
March/April	Problem of Practice	Leading Difficult Conversations (<i>joint MCL/TRT session</i>)		Increasing Student Participation & Thinking
May	Year in Review: <i>Planning & Goal Setting for Next Year*</i>	Year in Review: <i>Planning & Goal Setting for Next Year*</i>	Year in Review: <i>Planning & Goal Setting for Next Year*</i>	Year in Review: <i>Planning & Goal Setting for Next Year*</i>

*The Midyear Review and Year in Review sessions could combine into a joint session, allowing school teams to debrief the year and plan together.

Session Descriptions

Session	OC Strand	Session Description
Launching OC: <i>Communication, Change Management, and Role Clarity</i>	Principal	Participants will plan for year-long communication about Opportunity Culture with all key stakeholders and create systems that enhance role clarity and transparency, including overall purpose of OC, impact of OC roles, MCL and TRT schedules, tracking systems, and organizational charts.
Supporting MCLs and TRTs Effectively	Principal	Participants will practice MCL coaching conversations, receive feedback, and share strategies and best practices across sites for supporting MCLs and TRTs.
Selection and Hiring	Principal	Principals will have the opportunity to practice the BEI interview technique, review OC data to identify hiring needs and priorities, develop a strategic plan for hiring diverse OC educators, and learn strategies to identify and develop talented educators for future OC leadership roles.
Observation and Feedback: <i>Coaching Conversations Practice</i>	MCL	MCLs will engage in a “See it. Name it. Do it” refresher, practice planning and facilitating coaching conversations, and participate in a problem of practice discussion to identify coaching challenges and brainstorm solutions.
Increasing Student Participation and Thinking	TRT and RA	TRTs and RAs will learn about three techniques to increase student participation and thinking, practice strategies, and apply learning to their own work with students.
Strategies for Managing Up	RA	OC educators will discuss why it is important to manage up, learn to determine the appropriate strategies for managing up, and role-play managing-up scenarios.
Co-Teaching Deep Dive	MCL, TRT, and RA	OC educators will learn co-teaching and modeling strategies to support student achievement and RA instructional development.
Leading Difficult Conversations	MCL and TRT	Participants will learn the Crucial Conversations framework for leading difficult conversations, practice and receive feedback on leading difficult conversations.
Culturally Sustaining Pedagogies	MCL, TRT, and RA	OC educators will learn ways for recognize cultural displays of learning and meaning making and will practice strategies for responding with constructive teaching moves.
Midyear Review: <i>Communications, Impact, and Scheduling</i>	All	OC educators will reflect on OC implementation, and their current schedules, analyze support visit findings, and set goals for second semester implementation. They will also work to clarify and communicate their role to their school community and prepare OC updates regarding OC impact.
Year in Review: <i>Planning and Goal Setting for Next Year</i>	All	This workshop will prompt OC educators to review school-wide instructional data and coaching data to celebrate and communicate successes in implementing OC. Educators will begin to set a vision and goals for OC implementation in the upcoming year with a focus on reach, role clarity, and communications.
Problem of Practice	All	OC educators will collaborate among strands to discuss challenges faced in their OC roles and brainstorm solutions.

Pricing Options

Due to the virtual nature of this standardized professional learning cohort, districts or even individuals can receive professional development for a much lower cost. This table outlines the pricing options available.

Level	Baseline Cost	Additional Fees
District joins the national cohort for all four roles	\$20,000 for up to 10 participants in each strand (10 principals, 10 MCLs, 10 TRTs, and 10 RAs)	\$3,000 for every 5 participants added to a strand
District joins the national cohort for one role	\$6,000 for up to 10 participants in one strand (for example, 10 MCLs only)	\$3,000 for every 5 participants added
District or school pays for individual OC educators to join the national cohort	\$1,200 per participant	