

UNIT **3**

**Learning  
Designs**

# Learning objectives

Learners will be able to ...

- Provide a rationale for using multiple learning designs.
- Identify at least five to seven learning designs appropriate for one of their professional learning goals.
- Draft a professional learning plan using a variety of learning designs.

# ▶ Agenda

TIME: 3 1/4 hours to 3 1/2 hours

SECTION	TIME	TOPIC	PURPOSE
1	15 min.	Introduction, purpose	Prepare learners for the learning experience
2	15 min.	Pre-assessment survey	Identify existing conditions and practices for designing professional learning
3	45 min.	Definition of learning designs appropriate for collaboration	Develop an understanding that professional learning progresses through varies steps and uses different learning designs Learn about various professional learning designs
4	60 min.	Similarities and differences	Develop understanding of a variety of learning designs.
5	45-60 min.	Beyond the workshop	Practice planning professional learning that will result in high-quality implementation of new practices.
6	15 min.	Close and reflection	Review what was learned Plan next steps. <ul style="list-style-type: none"> <li>• Who will you talk to about what you learned?</li> <li>• What do you need in order to be able to put this information into practice?</li> </ul>

# Agreements

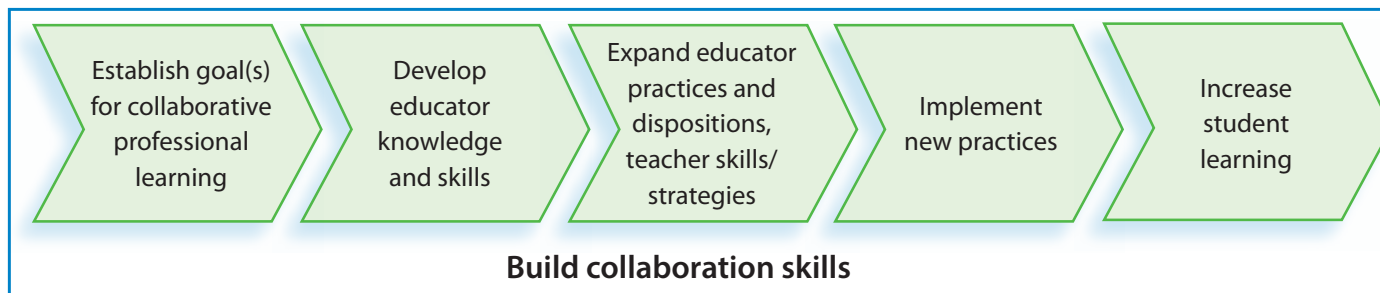
- Be open to learning new strategies.
- Participate actively.
- Take responsibility for your own learning.
- Honor your colleagues' learning needs.
- Think about how you might use these resources to develop professional learning.

## Self-assessment

- Complete the self-assessment independently.
- Pair off at your table.
- Discuss your results with your partner.
- Formulate a summary statement about your collaborative professional learning in your school or district based on your results.

# Multiple designs

## THEORY OF CHANGE FOR COLLABORATIVE PROFESSIONAL LEARNING TEAMS



**Source:** Adapted from Desimone, L. (2009, April). Improving impact studies of teachers' professional development: Toward better conceptualizations and measures. *Educational Researcher*, 38(3), 181-199.

What learning designs have you found effective for:

- Building knowledge?
- Developing skills?
- Supporting implementation?

## Jigsaw on learning designs

Purpose: To learn different learning designs and their purposes, including several processes or protocols that could be used in a learning team.

1. Form groups of four to five people.
2. Divide the cards among team members.
3. Read your card and prepare to explain the learning design to others in your group.
4. Use the handout to take notes.

# ▶ Learning designs scenarios

- Read the scenarios on Handout 4.1.
- Highlight the professional learning designs in each scenario.
- Record the professional learning designs on the note-taking guide.
- Use the theory of change to identify which learning designs might be appropriate for each stage of the theory.



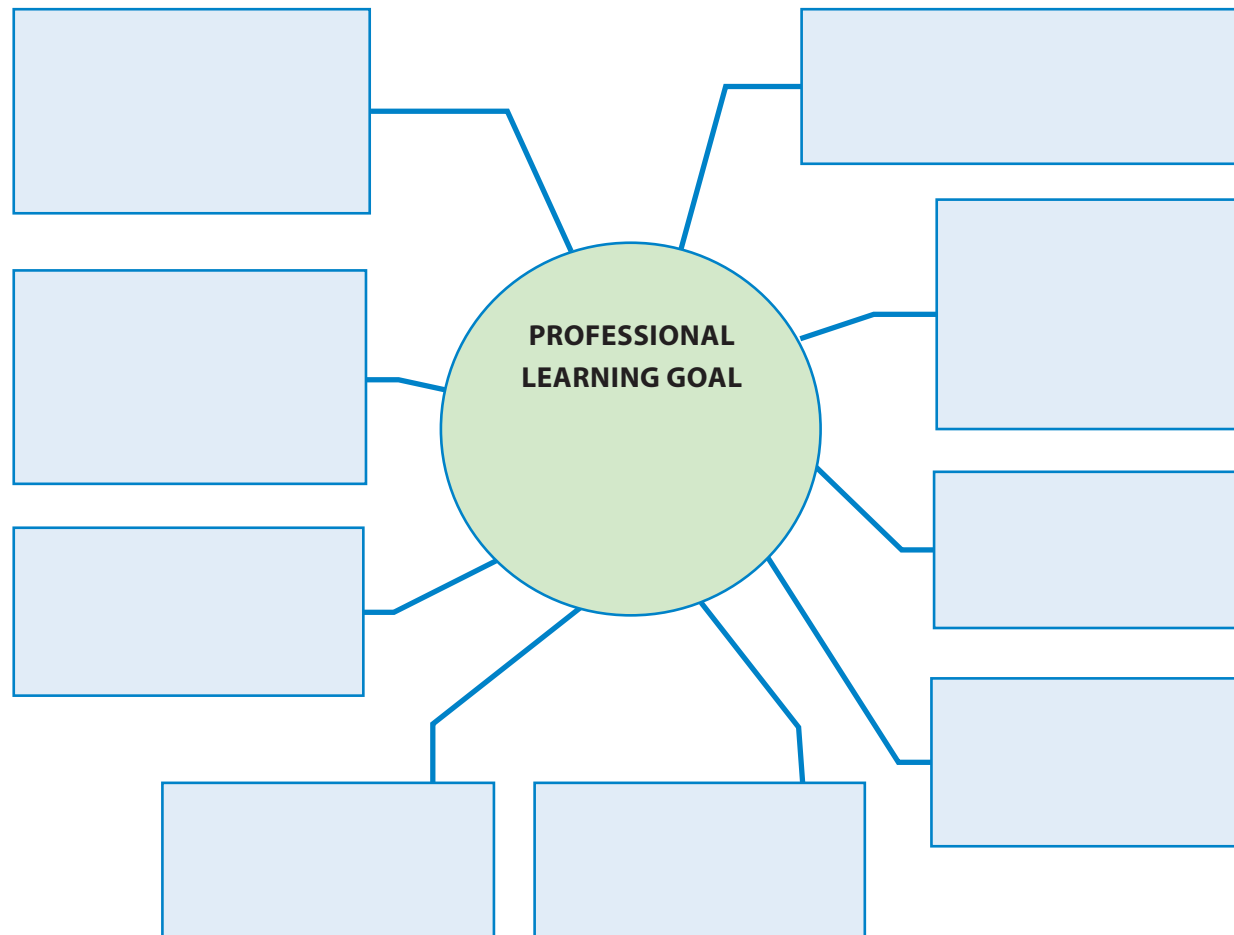
## Types of learning designs

- Form triads.
- Read your assigned scenario.
- Generate possible learning designs appropriate for your scenario and explain your rationale for proposing these designs.
- Be prepared to share your learning design and rationale.

## Reflection on scenarios

- What did you learn about using multiple learning designs to support educator learning and implementation?
- What activities surprised you?
- What activities intrigued you?
- What would your school need to learn, do, or change in order to use these professional learning strategies?

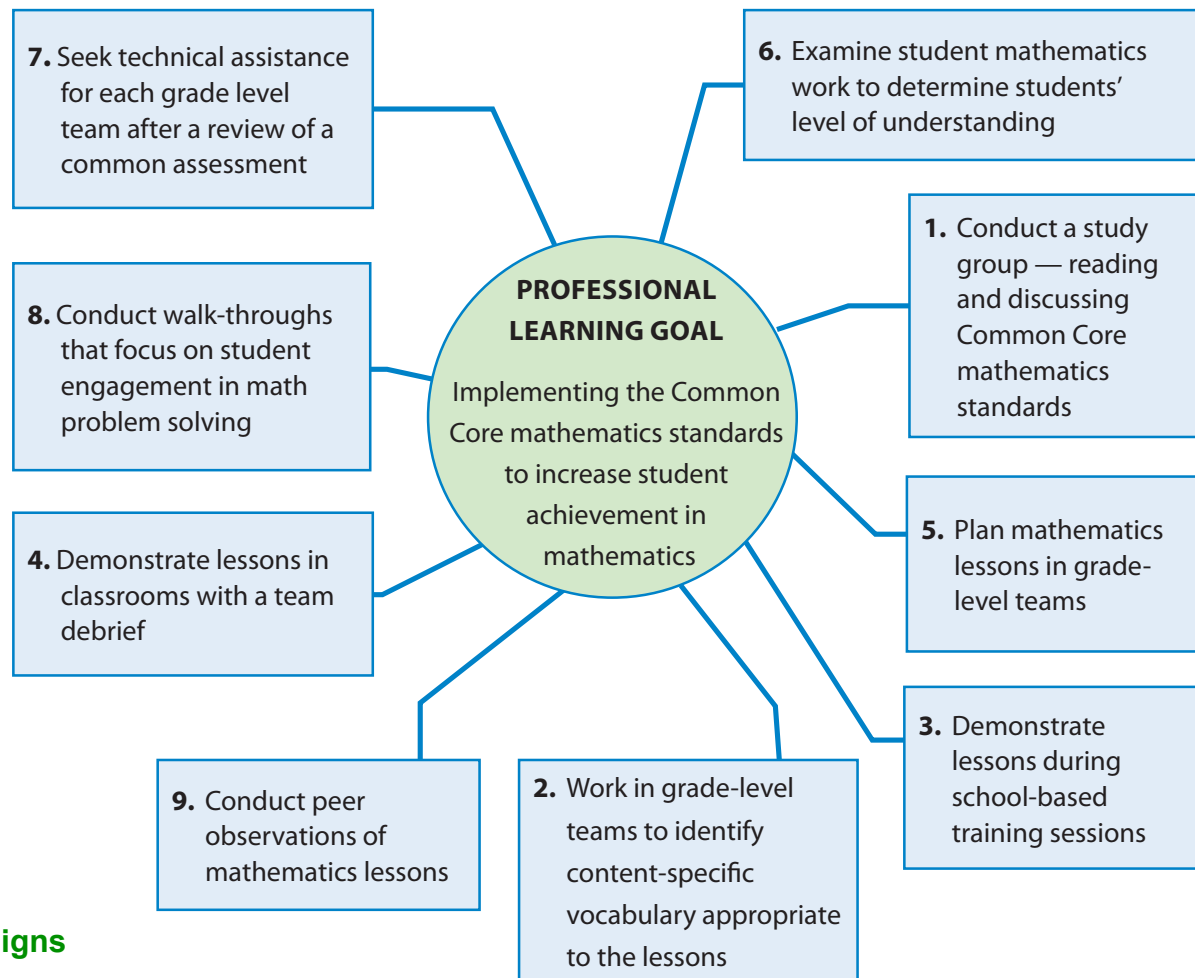
# ▶ Culminating activity



Learning designs

# Culminating activity

## SAMPLE



## Gallery walk

- Designate one person in your group to stay with the group's chart and answer any questions.
- In your gallery walk, look for designs you did not use in your own plan.
- Consider whether plans attend to each stage of the theory of change (building knowledge, developing skills, supporting implementation).

## ▶ What did you learn?

- 3** Write 3 big ideas that you learned about learning designs.
- 2** Write 2 points to ponder about how to apply this information to your setting.
- 1** Write 1 point you don't want to forget about learning designs.