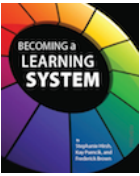





## Becoming a Learning System




**Learning Forward Webinar Series**

**September 4, 2014**

Facilitated by Frederick Brown,  
Stephanie Hirsh & Kay Psencik



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## Today's Learning

Today we will...

- Describe the critical attributes of a learning system;
- Identify roles and responsibilities within a learning system;
- Highlight three strategies for effective implementation.

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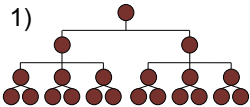
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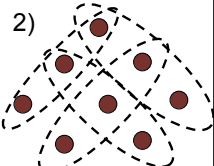
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**Opening Activity** - Which model best represents how learning for adults is organized in your systems? Vote in the poll.

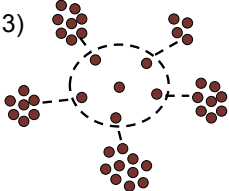
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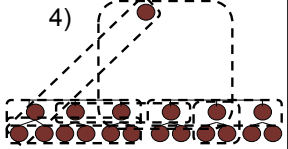
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### What Is a Learning System?

A learning system is one in which **all** members of an organization are continuously involved in the learning process, and in which learning and work are seamlessly intertwined.



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### Attributes of a Learning System

Learning systems...

1. Value adult learning as much as student learning.
2. Align their practices to student learning outcomes.
3. Have a collective commitment to continuous improvement throughout the organization.
4. Thrive on precise feedback.
5. Provide conditions that scale and sustain effective teaching and leading.
6. Are committed to innovation.
7. Celebrate and honor success.



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### Vision for a Learning System

1. Has your organization embraced a shared vision and mission for professional learning?
2. Does every member of your organization engage in professional learning every day so every student achieves?
3. Does professional learning occur within learning communities committed to continuous improvement?



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## Roles Within a Learning System

A learning system requires specific actions from all members of the organization:

- School board
- Superintendent
- District leaders
- Principals & teacher leaders




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## School Board Responsibilities

- **Build the vision and mission**
- Invest in leader development
- Allocate resources
- Approve programs
- Evaluate the superintendent
- Engage families
- Support professional learning




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## Superintendent Responsibilities

- Focus on performance outcomes
- Align resources to vision and goals
- Build leadership
- Encourage learning communities
- Use data
- **Go deep on a few priorities**
- Advance the standards




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### District Leader Responsibilities

- Set expectations
- Build capacity
- Provide resources
- Monitor results
- Hold educators accountable
- **Meet the challenges of complex work**




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### School & Teacher Leader Responsibilities

- Create a shared vision and values
- Develop capacity and share decision making
- Use resources wisely
- Emphasize results and use data
- **Create support systems and structures**
- Advocate for professional learning




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### Reflection

*What is your biggest takeaway from this discussion of roles and responsibilities within a learning system? Chat in your reply.*




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### Strategies for Effective Implementation

- Leveraging performance evaluations
- Celebrating progress
- Innovations in adult learning




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### Leveraging Performance Evaluations

What current policies or procedures related to evaluation do we want to review?

How do our instructional framework, teaching and leadership standards, and student standards influence current evaluation practices?

What part does professional learning have in the evaluation process, and how might it be made more integral?




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### Leveraging Performance Evaluations

How well does our performance appraisal process balance individuals' needs with those of the district and its schools?

How effective is our feedback process? How can feedback be improved?

How do our leadership and career advancement opportunities align with our appraisal process?




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**Celebrating Progress**

- Choose what to celebrate
- Make celebrations personal
- Make celebrations authentic
- Reinvigorate staff by recognizing milestones


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**Innovations in Adult Learning**

- Rethink curriculum design
- **Use inquiry as an instructional approach**
- Develop smart teams
- Strengthen professional learning through technology
- **Share ideas**
- Implement innovative learning systems
- Hope for the future


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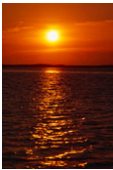

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**Final Reflection**

To what degree are you committed to becoming a learning system? Where do you want to go deeper in your learning on this topic?


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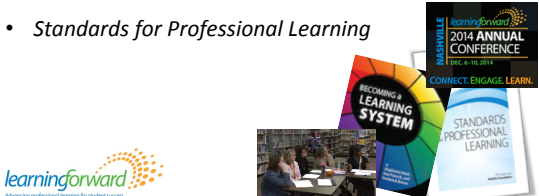
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### Additional Resources

- *Becoming a Learning System*
- Learning System Master Class – Oct. 14-15
- 2014 Annual Conference – Dec. 6-10
- *Standards for Professional Learning*




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### Next Steps

Join the Learning Exchange community for access to additional resources from this webinar and to engage in follow-up discussion.

**<http://community.learningforward.org>**

**Thank you for joining us!**




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### Upcoming Webinars

Sept. 18 – Using Data Effectively

- *Thomas Guskey and Pat Roy*

Sept. 25 – The Five Dimensions of Engaged Teaching

- *Vivian Elliott and Mark Wilding*

Additional webinars this fall from Steve Barkley, Kathleen Boles & Vivian Troen, Jane Kise, and more!




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