

departments

4 FROM THE EXECUTIVE EDITOR
BY TRACY CROW

6 ESSENTIALS
KEEPING UP WITH HOT TOPICS IN THE FIELD

- Facebook support
- Teacher professionalism
- Policy check-up
- Leading the way
- Mapping knowledge
- Online learning

54 TOOL
Beyond the workshop.

56 LESSONS FROM RESEARCH
BY JOELLEN KILLION
Implementation fidelity affects the degree of change in teacher practice.

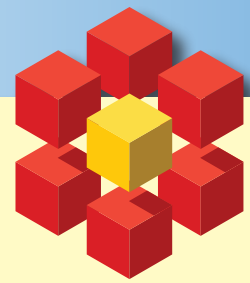
60 @ LEARNING FORWARD
NEWS AND NOTES

- Redesign PD Community of Practice
- On Board
- Foundation recipients
- Learning School Designation
- Canada study
- ESSA draft regulations
- Book Club

65 learningforward.org
Site highlights.

66 ABSTRACTS
for June 2016 *JSD*

68 FROM THE DIRECTOR
BY STEPHANIE HIRSH
A new role and a new vision for the road ahead.



advice

FROM LEARNING PROFESSIONALS

We asked Learning Forward members around the country for the counsel they'd like to give to new learning leaders.

“It is OK to make mistakes as long as you are willing to learn and grow from them.”

Joseph McFarland

Superintendent
Derry Township (Pennsylvania)
School District

JSD: What do you wish you had known when you first began your journey as a learning leader?



McFarland: I wish I had a better understanding of the change process (theory of change). I also wish I had learned how to handle trying to “drink from a fire

hose” and managing the multiple issues that arise on a daily basis while working to keep everyone laser-focused on our specific goals.

JSD: What is the one crucial piece of advice you would give to those just starting out in the professional learning world?

McFarland: Give yourself time to get established, read, learn, and network. Any significant, systemic change takes at least three to five years of focused, dedicated work. Change

doesn't need to happen in the artificial structure of a given school year. (In fact, it won't!) Also, be real and vulnerable. It is OK to make mistakes as long as you are willing to learn and grow from them.

JSD: What fundamental resource do you find yourself going back to often, and therefore you would be quickest to recommend (and why)?

McFarland: *Becoming a Learning System* by Stephanie Hirsh, Kay Psencik, and Frederick Brown (Learning Forward, 2014) and *Assessing Impact* by Joellen Killion (Corwin & NSDC, 2008). Both have been incredibly helpful, practical resources for developing, implementing, and assessing the impact of systemic change.

JSD: What have we not asked that you would most like to say to beginning learning leaders?

McFarland: Never be satisfied with the status quo. Even if you have evidence something is working, always be open to at least reviewing and analyzing to see if it can be made even better/stronger. ■

MORE
“I wish I had known”

Set priorities
p. 13

Unlock wisdom
p. 19

Things vs. people
p. 45