

Get Cross-functional with Teacher Proficiency

Today's teachers are working to get students to become more creative, more collaborative, and more digitally literate. So it would make sense that an educator's professional learning would also have the same intention. And if a teacher is looking to personalize learning in their classroom, schools and districts need to approach professional learning more personally as well.

According to Dr. Shawn K. Smith in his book **The New Agenda: Achieving Personalized Learning Through Digital Convergence**, districts should guide professional learning through stages across five categories: Leadership, Instructional Models, Modern Curriculum, Digital Ecosystem, and Professional Learning.

Assessment Before Action

Districts begin with a self-assessment to determine a starting point before putting forth actionable goals toward a unified vision for the modern classroom. Critical components must be considered such as pedagogy and assessment models in a digital environment.

Team Effort

Dr. Smith explains in *The New Agenda* the importance of "a cross-functional team to oversee professional learning" whose "decisions align with all other projects and initiatives" to ensure

that the initiative is supported by a solid foundation. A district must also support principals so that they can better assess teachers during instructional rounds. Instructional coaches "remove the silos that naturally exist in our school systems by offering support across departments." Peer coaching gives instructional coaches a face-to-face forum for delivering knowledge, materials, support and personal feedback from trusted colleagues. These colleagues can guide the qualitative elements of a teacher's personalized professional learning experience.

Literacy, Fluency and Practice

Beginning with literacy, teachers focus on articulating their knowledge of modern classroom components. Teachers then progress to fluency, where they practice implementing their newly acquired knowledge, and—finally—through practice, time, and experience with professional learning modules, teachers achieve mastery.

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