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Using SETTT for Success to Plan Effective Professional Development

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Today, we will...

- Learn about how SETTT for Success supports trainers of teachers plan relevant, academic-focused PD
- Walk through the SETTT for Success PD cycle
- Apply the SETTT for Success PD cycle on your own or in small groups



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Imagine if...

- Meet Alex
 - Teacher leader
 - New trainer
 - Two years of decreasing alternate assessment scores in math and science
 - District push for cross-curricular planning (e.g., integrating math and science)
- *Where does Alex start?*



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Introducing SETTT for Success

- Teachers need support to plan meaningful academic instruction for students with extensive support needs (ESN).
- Trainers of teachers of students with ESN also need support in designing relevant, engaging PD that leads to teacher change in practice.
- SETTT for Success targets teacher change in comprehensive academic instruction.



Comprehensive Academic Instruction

- In your own words, how would you describe comprehensive academic instruction?
- What are examples of comprehensive academic instruction?



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Comprehensive Academic Instruction

- Comprehensive academic instruction as defined by SETTT for Success
 - Building conceptual understandings across and within content areas to know when, why, and how to apply knowledge to solve problems and answer questions
 - Emphasizes connections between multidimensional standards



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Comprehensive Academic Instruction - Examples

- Within a content area
 - Read a story about a character with a garden
 - Identify main idea and supporting details
 - Write about a garden they would like
- Across content areas
 - ELA: Read an informational text about plants
 - Science: Learn how plants get nutrients to grow, make a claim
 - Math: Take measurement data to support a claim



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Introducing SETTT for Success

- SETTT for Success project
 - Support trainers of teachers of students with ESN with flexible yet systematic ways to design effective, relevant PD for teachers
- Several components to trainer professional learning
 - Online, self-directed modules
 - Individualized coaching
 - Virtual community of practice
 - SETTT Resource Collection



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What We've Learned

- SETTT for Success supports trainers of teachers of students with ESN in designing meaningful, relevant PD supporting comprehensive academic instruction

[Our coach] listened to what we had to say and let us just ask those right poignant prompting questions that got us to think a different way.

I thought the modules were great for PD planning, and I thought they were pretty easy to navigate.



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SETTT for Success PD Cycle: ADDIE SETTT Go

- *analyze* data to determine teacher PD needs and trainers' own learning
- *design* with the end in mind, determine how to evaluate the PD
- *develop* the PD
- *implement* the PD
- *evaluate* the effectiveness of the PD.



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Using ADDIE SETTT Go: Alex's Analyze Phase

- Reviews alternate assessment data (DLM)
 - ELA higher than math and science
 - More difficulty in representing and interpreting data displays in math
- Gives a teacher survey
 - Teachers less comfortable with using data or models
 - Teachers wanted more instructional strategies for these
- Sets ultimate goal for teachers
 - Teachers will design and implement effective instructional strategies in math and science when using data displays and models



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Using ADDIE SETTT Go: Analyze, cont'd

- Sets own professional learning goal
 - Learn more about how to effectively teach adults



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Using ADDIE SETTT Go: Alex's Design Phase

- Uses KASAB to develop learning objectives
 - Knowledge, Attitudes, Skills, Aspirations, Behavior
- Develops three teacher learning objectives
 - Understand inquiry science teaching
 - Identify bundle of math and science standards using data displays and design a lesson
 - Design and implement lesson



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Using ADDIE SETTT Go: Organizing Goals and Objectives

- KASAB model (Killion, 2008)

Knowledge	Attitudes	Skills	Aspirations	Behavior
Trainers gain a conceptual understanding of content, information, and procedures.	Trainers believe in the value of particular information, strategies, processes, or actions.	Trainers know how to use and apply their knowledge.	Trainers tap into their internal motivation as they engage in a particular practice.	Trainers consistently apply knowledge, skills, and practices in their PD with teachers.



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Using ADDIE SETTT Go: Design, cont'd

- Writes evaluation questions to determine if his PD was effective
 - Can teachers identify characteristics of inquiry science teaching?
 - Can teachers identify a bundle of math and science standards that incorporate data displays to design an inquiry lesson?
 - Can teachers design and implement an inquiry lesson?
- Decides when/how to collect data to answer questions



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Using ADDIE SETTT Go: Alex's Develop Phase

- Drafts learning activities for teachers
- Determines trainer and teacher actions within them
 - Ties to PD learning objectives
- Records resources used



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Using ADDIE SETTT Go: Alex's Implement Phase

- Reflects before and after his PD
 - *Before I start, do I need any support with facilitation?*
 - *After I've delivered my PD, did it go as planned?*
- Considers SETTT resources available for facilitation strategies



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Using ADDIE SETTT Go: Alex's Evaluate Phase

- Evaluates the effectiveness of his PD
 - Reflects and analyzes PD data for each evaluation question
 - Interprets each result
 - Reflects on entire PD cycle by reviewing all interpretations, synthesizing what was learned, and thinking about next steps
- Reflects on what he learns
 - Flipped classroom model worked well
 - More time on student supports



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Using ADDIE SETTT Go: Activity

- Apply the SETTT for Success PD cycle
 - Use your local context, or
 - Use a case study
- Use SETTT for Success PD cycle worksheet to organize your ideas within ADDIE SETTT Go
 - Handout or Google link (download)
 - May work with a partner or small group
- Review completed worksheet from case study
- Large-group share-out



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Wrap-Up

- What questions do you have?
- What is one idea you can take away and apply in your context?



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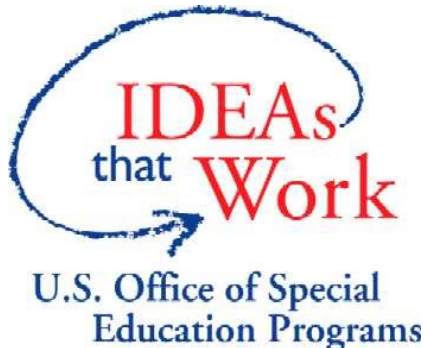
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THANK YOU!

To learn more, visit our website:
<https://settt.atlas4learning.org/>

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- Learn more about how other sites have used SETTT for Success!



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