COMPETENCY: LEADING OUR PROFESSIONS

• Competency progression levels
  – Level 1: Foundational
  – Level 2: Mobilizing & Power Building
  – Level 3: Agenda Driving

• Competency themes
  – Builds capacity for continual improvement and learning
  – Shows educational leadership and understands union’s role in student learning and leading our professions
How are you feeling?

Your Feelings

Draw a picture (or find an emoji) that depicts how you feel about online professional development.

Your Learning

Draw a picture (or find an emoji) that depicts how and where you do a majority of your personal learning.

Your Experience

Based on your experience with online learning, rate yourself from 1-4 (one is newbie; 4 is ninja). Now tell a partner why you gave yourself that rating.
Best approach

Why online learning?
*Take 2 minutes to answer this question.*

Usual approach

What

How

Why
The Why
The “Why” Behind Online Learning

We’re All Pissed About PD

By many measures, including the views of teachers themselves, much of the effort and investment ($18 billion annually) is simply not working. Teachers say that too many current professional development offerings are not relevant, not effective, and most important of all, not connected to their core work of helping students learn.

Social Networking Is King

Online and blended forms of professional learning can encourage more ongoing and sustained dialogue and instant feedback, especially with use of social networks such collaborative platforms and blogs where discussions can take place in comments or various topical threads.

It’s How We Learn

As the previous activity demonstrated, people today learn through technology and online. Early career educators, especially Millennials, work this way naturally.

Value to Our Members

We are educators. We value and believe in education that achieves permanent change in our thinking or behavior. If those two statements are true, then we must provide personalized online learning as a value to our members.
The problems with PD

$18 Billion

If school districts want teachers to change instruction, the implementation stage must be included and supported more explicitly in professional development offerings, as this is the critical stage where teachers begin to commit to an instructional approach.
BREW YOUR OWN PERSONALIZED PD

LEARNING in the NEW AGE

- PERSONALIZED
- RELEVANT
- USEFUL

HOW TEACHERS LEARNED in the PAST

DAY-LONG WORKSHOPS

OBSERVATIONS

PROFESSIONAL LEARNING COMMUNITIES

IS THIS THE DATA THAT MATTERS MOST TO ME?

CAN I FIND SUPPORT FROM EXPERT TEACHERS?

CAN I FIND LEARNING COMMUNITIES?

CAN I LEARN ANYTIME, ANYWHERE?

MEASURE

DATA

FEEDBACK

PLAN

OBSErvE

VidEO FEEDBACK

IMPLEMENTING NEW SKILLS WITH SUPPORT

ENGAGE

SHARING RESOURCES

SOCIAL NETWORKS

EDCAMPS

SUPPORT

MENTORING

Can I learn anywhere, anywhere?
Personalized Learning

- Maria Valenzuela
- Evaluation
- Classroom Mgmt.
- Critical Thinking
- Common Core
- Diversity
Impact on our members

18%  
Percentage of emails opened by members which translates into 19,000 total opens.

355  
Leaders who are participating in COpliot from a leadership standpoint. These people are either facilitating courses, contributing resources, or working with their districts to encourage eLearning as a component of their bargaining language. A majority of these members are Millennials and Retired members wanting to be mentors.

14  
Total number of districts working with local associations on eLearning.
The How
Numbers in eLearning are becoming so large that processing user generated data using traditional methods is becoming impossible.

**HOW BIG DATA ANALYSIS CAN IMPROVE ELEARNING?**

By deeper understanding of the learning process. Example: Statistics on completion time and rate.

By helping track learner and group patterns. Example: How people click and go over the material.

Personalized courses. Example: What are the differences in behaviour for certain user cohorts.

Feedback analysis. Example: Where learners spend more time and which parts they find harder.

Helping to compile a comprehensive ROI report for learning, by combining multiple sources of information.
Gamification is the concept of applying game mechanics and game design techniques to engage and motivate people to achieve their goals. Gamification taps into the basic desires and needs of the user, focusing on impulses which revolve around the ideas of Status and Achievement.

**WHY IS GAMIFICATION IMPORTANT?**

Learners recall just 10% of what they read and 20% of what they hear. If there are visuals accompanying an oral presentation, the number rises to 30% and if they observe someone carrying out an action while explaining it, 50%. But learners remember 90% if they do the job themselves, even if it is only a simulation.

Almost 80% of learners say that they would be more productive if their university/institution or work was more game-like.

Almost 90% of users find online competitions fun but 60% of them point out that it’s only fun sometimes, something that shows that implementation matters.
**Personalized Learning** is the tailoring of pedagogy, curriculum and learning environments to meet the needs and aspirations of individual learners.

**Aspects of Personalized Learning:**

- Adjusting the pace of instructions, so that they are more individualized
- Adjusting the learning approach, so that instructions are differentiated
- Allowing the users to choose their own learning path
- Adjusting the form of content presentation between text and audio or video
- Leveraging student interests and experiences
As mobile use continues to grow, mobile will become the dominant medium for offering learning material.

**BENEFITS OF MOBILE LEARNING:**

- **Easy access** - users can access the course anywhere and anytime they need it.

- **Contextual learning** - thanks to QR codes, GPS and other technologies, mobile learning lets you put learning into context, depending on the location of the learner. It’s also a great base for using augmented reality.

- **Digestible content** - smaller screens force educators to deliver content in smaller chunks, which makes it easier for learners to remember what they learnt;
Focus on Return-On-Investment

Return on Investment (ROI) compares the investment in a training deliverable with the benefits over a specified period of time. Despite the traditional difficulties of calculating ROI, its importance will rise, as it provides a strong argument in favor of e-learning.

What to Consider When Calculating ROI:

Costs
- Personnel - instructional designers, administrators.
- Technology - IT infrastructure, LMS etc.
- Content - courses, virtual materials.
- Other, hidden - promotional costs etc.

Benefits
- Travel savings
- Trainer cost savings
- Savings on any training logistics - facilities etc.
APIs

Application Programming Interface (API) is basically the way applications communicate with each other. The widely accepted SCORM and Tin Can are two examples of APIs in eLearning. Systems like Zapier, offer non-programmable ways to integrate APIs between services and achieve desired effects.

POSSIBLE USES OF API S IN AN ELEARNING CONTEXT:

- New user in your LMS > New user in CRM
- User finished eLearning course > Email triggered to instructor
- User gets a badge > Share on user’s LinkedIn or Badgepack
- New course is created > Newsletter sent to users
The What
Fly With Us!
The guiding principles used to design COpilot

Powerful!
Learn and work together without hassle.

Functionality
Two-click slick.
About You
Considers educator time and desire to collaborate.

Convenient
We get it. You’re busy. Online learning is there when you need it.

Design Forward
Adopts current web trends to make the platform a place where you want to hang out.

Community
Connect with your colleagues around the state.
Content
Resources and courses by teachers for teachers.

Flexibility
The Internet has cool stuff, and when we find it, we want you to have it.

Custom Flavor
Personalize your learning by taking fully facilitated courses.

Gamification
Who doesn’t like games? Show the others how much you can learn!
Portable
COpilot is light and fits inside your pocket or purse. Feel free to learn on your mobile or tablet devices.

Grow Your Career
Through Adams State credit and CEU’s from the Department, you can advance your career and earn more money.
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  – Advocate to your local and state association to build and/or enhance online professional learning platforms
  – Build leadership capacity and position the Union as the Professional Development authority through promoting online professional learning
  – Drive policy at the local and state level to adopt more online professional learning that actually changes practice in the classroom
Please complete the evaluation for this breakout session!