

BetterLesson Spring Learning Series



Making Self-Directed Learning Useful to New Teachers

Welcome! Let's chat.



Share in the chat:

What is one piece of advice you would give to new educators and teachers?

Nice to Meet You!



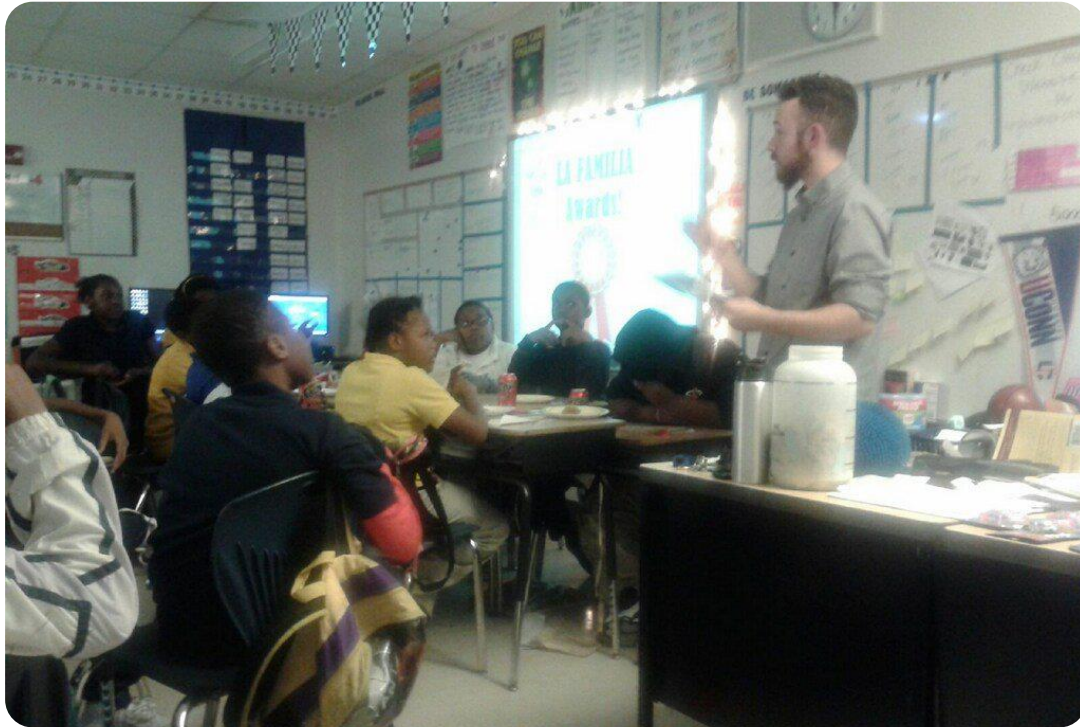
Daniel Guerrero

Vice President, Learning Design

- ◆ Taught elementary students in Miami, FL
- ◆ District and BetterLesson Instructional Coach
- ◆ BetterLesson Blended Learning Master Teacher
- ◆ Founded Learning Design Team at BetterLesson
- ◆ Developed professional learning pathways in key Focus Areas to address district and educator challenges
- ◆ Developed professional learning services that align with how adults learn



My New Teacher Journey...





Agenda

1

Define

Traditional challenges of new educator supports

2

Explore

Self directed learning as a response to those challenges

3

Build

Pathways to integrating meaningful self directed support

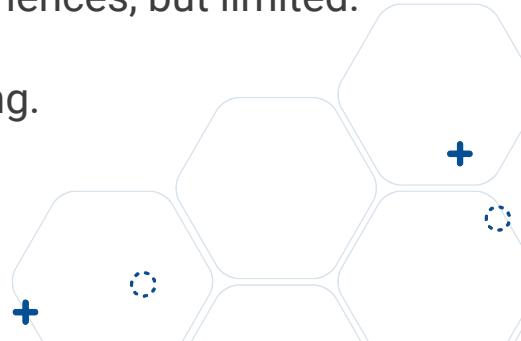
Define

Traditional New Teacher Support Challenges

The Myth of 'Induction'

What constraints hurt the development of new educators?

- 🟢 Learning that occurs before student interactions is limited.
- 🟢 The first few weeks of school is among the most challenging as learning time.
- 🟢 Feedback is given, but often not as a cycle and research backed next step.
- 🟢 Mentoring supports can help, but often wide differences in experiences.
- 🟢 Seeing classrooms in action and active pedagogy are key experiences, but limited.
- 🟢 Collaborative planning often results in doing, rather than learning.



The Truth of 'New'

What does being 'new' to a profession really mean in today's world?

'New' is just code for:

Passionate and
Committed

Excited and
Anxious

Longer Learning
Times

Low Pattern
Recognition

Being a new teacher is too often like flying the plane while building it. But how would you actually handle that situation?



Professional Learning Often Doesn't Match

What constraints hurt the development of new educators?



Sara R.
First Year Teacher

Spends lots of
time prepping
content for
upcoming
lessons

Observed once
a semester with
formal feedback
lessons

Professional
development is
on large topics
selected by
district

Data review and
assessments
each quarter

Doesn't have
time and space
to see other
teachers in
action or reflect

Attends weekly
common
planning for
lessons



What do new teachers want from their professional learning?

- Choice & Voice
- Relevant
- Actionable
- Facilitated by experts
- Innovative and creative
- Improves practice
- Practical
- Collaborative and honest
- Durable
- Aligns educators and administrators

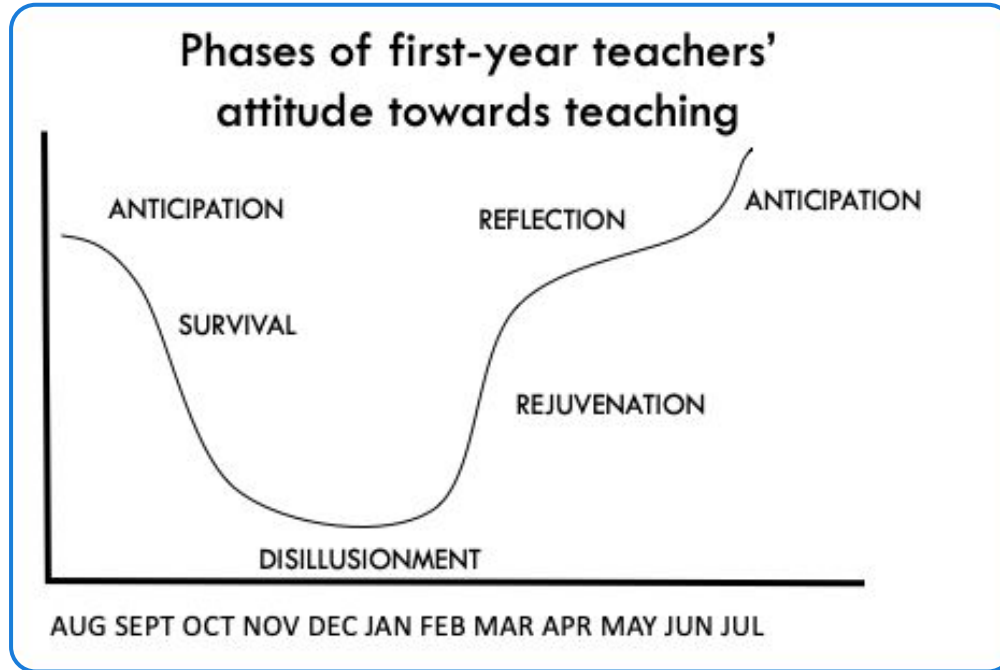


Explore

Self Directed Learning as a Solution

Reimagining The 'Journey'

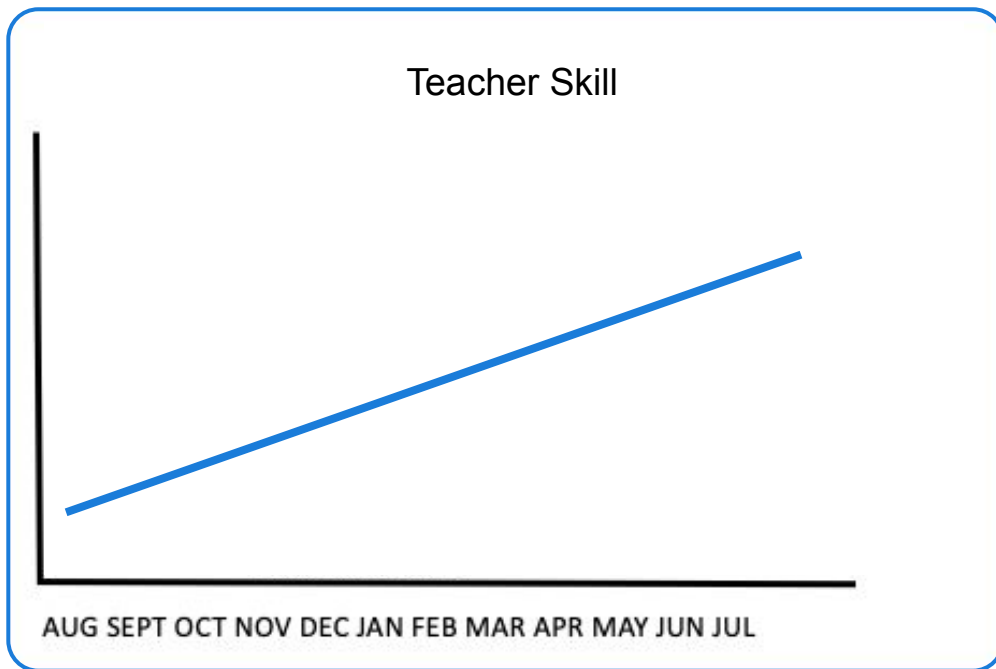
What structures and principles support educators as they build their craft?



Ellen Moir

Reimagining The 'Journey'

What structures and principles support educators as they build their craft?



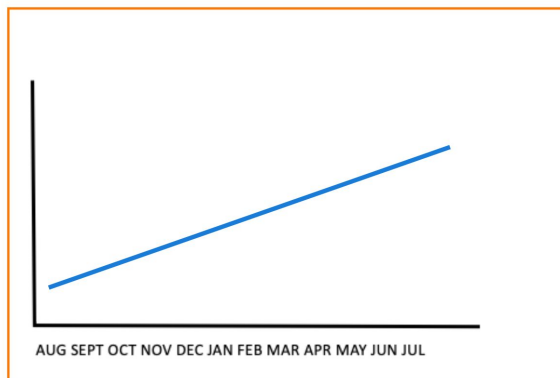
Trusting the Process and the People

How can we empower new educators to direct their learning and process?

Craft

Content

Continuous



Self Directed Learning as a Part of the Solution

How can self-directed learning help recreate the way we support new teachers?

Micro learning and on demand libraries can fit learning into busy days.

Access real classroom examples, templates, resources that can be used right away

Narrow the learning into research backed topics that are the right size





Build

Integrating Self Directed Learning for New Teachers

Integrating Self Directed Learning for New Teachers

How can self-directed learning help recreate the way we support new teachers?

Craft

Routines and Procedures
Classroom Culture
Engagement
Discourse

Content

Curriculum
Standards
Formative Assessment
English Learners/Special Ed

Continuous

“Every Wednesday Afternoon”
“PLC Time”
“As a part of coaching cycles”

Outcomes



Making Self Directed Learning Authentic

BetterLesson CONNECT Setting Up Station Rotations

Home
Study Plan
Game Center
Discussions
Lessons
Examples
Practice
Checks for Understandings
Search

Explore

How can backwards planning look for your context? Explore the grade-level examples in the expanders below to see how real teachers have built units using our backwards planning template or access the examples using the links below the expanders.

LOWER ELEMENTARY ELA

Backwards Planning Example Template - Google Docs - 11 Mar...

5 min 1 view

Backwards Planning Example Template
K-2 ELA

Step 1: Identify the Target

Content Standard(s) states a connection to...
Use the illustrations and details in a text to describe the...
Action Words:
• infer
• describe
• create
• question

Big Ideas:
• Students will understand that...
• Illustrations are pictures in a text...
• Illustrations can be used to provide details regarding the...
• We use illustrations to learn more about what is...
• happening in the story.

Essential Questions:
• What is an illustration?
• Why do authors include illustrations in books?
• How can illustrations help readers to understand more about the story?

Objectives:
• Students will be able to...
• Use illustrations to infer details from the story.
• Describe illustrations and explain how it tells them more about the events in the story.
• Ask questions about what they see in the illustrations in order to learn more about the story.

Step 2: Evidence of Learning

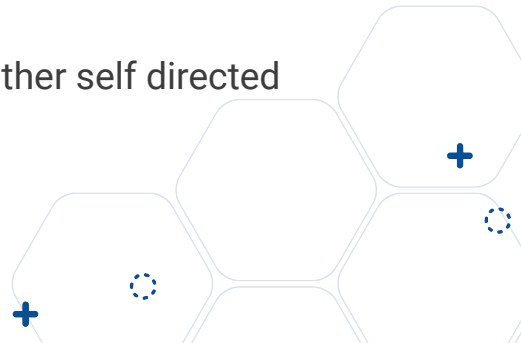
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Medium
Low
Continue »

Category
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LE011

What We Learned from BL Connect

- 🟢 **Find Experts:** Video and audio content of educators in action or reflecting on challenges are the top content that teachers say helps them learn and keeps them engaged.
- 🟢 **Short and Sweet:** Learning that cannot be completed in one sitting is less likely to be completed
- 🟢 **Coach Guides:** Build guides with have a strong coach presence, with open ended questions and supportive language
- 🟢 **Keep it All Together:** Keep topics that support content and craft together
- 🟡 **Choice and Voice:** Provide new teachers with opportunities to select areas they want to prioritize
- 🟢 **Set Aside Time:** Provide new teachers engaging in self directed learning with set times or recommended planning meetings to select their learning
- 🟢 **Not Just Coursework:** New teachers benefit from webinar content and other self directed learning opportunities



Flexible layered experiences to create sustained learning



Ownership

Observe and assess the impact of professional learning in the classroom to continue to improve it together



Application

Personalized, job-embedded support to advance and support educator practice at the next level



Understanding

Short, targeted and applicable social learning experiences to learn new concepts and bring new perspectives that unites a team



Awareness

Self-directed courses and high-quality asynchronous resources for all educators, all year to engage in ongoing learning

Thank you!

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Learn more about our BL Connect self directed offering [here](#).

Learn more about our 'Teachership' initiative [here](#).

