

Targeted Professional Development For Teachers and Staff

Who is IER?

The Institute for Educational Renewal (IER) is a non-profit organization dedicated to engaging students and teachers in elementary and middle schools in rigorous and meaningful academic work that results in high achievement for all learners. In partnership with John Carroll University, IER offers comprehensive professional development services that involve administration, teachers, staff, students and families in creating Great Schools in the greater Cleveland area.



Institute for Educational Renewal
@John Carroll University

20700 North Park Boulevard
University Heights, Ohio 44118
Phone: 216-397-3073
E-mail: mbruck@jcu.edu
<http://www.jcu.edu/graduate/ier/>

Building Collaborative Leadership

Professional Learning Communities

IER will plan and facilitate regular meetings for district principals, teachers or staff that will focus on collaboration in a learning community.

- Principals from across the district will meet to identify common district-wide needs, share solutions and work toward a shared vision.
- Teachers will work at or across grade level and department teams with a focus on analyzing data, examining student work and building their collaboration skills.
- Paraprofessionals, aides or other staff members will meet to examine best practices for working in the school community.

"It's nice to have time to collaborate with the other principals. Many times you feel like you're on your own island. We are practicing collaboration ourselves and opening the door for our teachers to collaborate around best practices."

IER Principal

Follow up at the school level includes resources and on-site coaching and modeling for principals, teachers or staff members as they implement action steps planned at meetings.

Developing Group Leadership Skills

IER staff will provide monthly professional development for team leaders and lead teachers at the district or school level.

- Team leaders will develop group facilitation and leadership skills.
- Lead teachers will develop content area understanding as well as group facilitation and leadership skills.

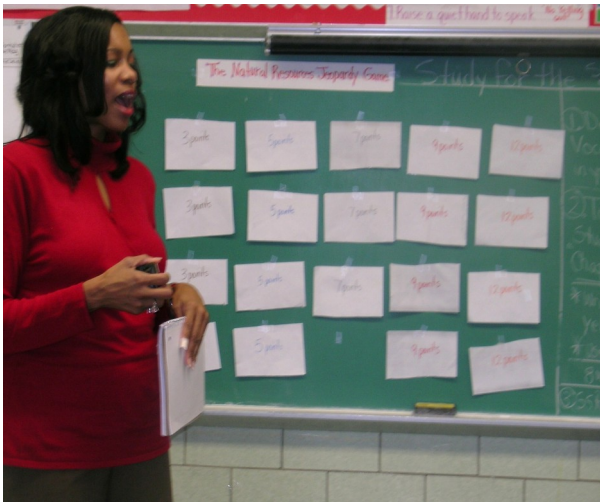


Follow up at the school level will include resources and on-site coaching and modeling for teachers as they implement new skills learned through their training.

Supporting Effective Teaching and Learning

Study Groups Across the District

IER consultants will facilitate a study group for teachers and/or staff members on-site at each district school. Possible topics for the group include:



- Comprehension Strategies
- Word Study
- Fluency in Reading and Writing
- Reading in the Content Area
- Literature Circles
- Independent Reading
- Guided Reading
- Writing Workshop
- Differentiated Instruction
- Rtl
- 21st Century Skills
- Building Community in the Classroom
- Child or Adolescent Development
- Cultural Responsiveness

An independent evaluation of IER programming found a significant relationship between teacher participation in IER study groups and effective teaching and learning practices, as defined by the Great Schools Framework.

Follow up at the school level will include classroom modeling and coaching for group members as they implement strategies and skills learned through group study.

IER/JCU Graduate Courses

IER consultants will teach one or a series of graduate level courses on-site in the district. Courses are one to two credit hours and can be offered for CEUs or graduate credit through John Carroll University.

- I: Comprehensive Literacy in a Developmentally and Culturally Responsive Environment (2 cr.)
- II: Building Community to Support Academic Success (2 cr.)
- III: Developing a Culture of Collaboration within the School Community (2 cr.)
- IV: The Young Adolescent Learner (1 cr.)

"This course has made me re-evaluate myself as an educator. I see my strengths and weaknesses. . . . It has also shown me how to expand my thinking as an educator."

IER Teacher

Follow up at the school level will include on-site coaching and classroom modeling to support teachers as they implement new strategies and skills learned in the course(s).

Developing Positive School Cultures

Positive School Culture Teams

IER consultants will provide professional development for teams from each school to examine the current culture of their respective buildings and to support the development of positive cultures across the district.



Follow up at the school level will include on-site coaching and support for teams as they implement concepts learned in session at their respective schools.

“Next to a highly effective teacher, the second most powerful factor in increased student achievement is an effective school culture that encourages, supports, and expects teachers to work together to improve their practice, as well as student learning.”

Robert J. Marzano, 2003
Author and Scholar
What Works in Schools, ASCD

Parent Involvement Series

IER staff will provide professional development opportunities for parents and teachers to expand parent involvement opportunities in the schools and build the home-school partnership. Programs include:

- Creating a vision of parent involvement in the schools
- Supporting children’s literacy development through home-school connections
- Young adolescent development and learning

Follow up at the school level will include on-site coaching and support for parent-teacher teams as they implement concepts learned in session.

“What a fantastic program! Not only are we as adults reminded of how to read analytically — and thereby relate more closely to our kids, but we are nurturing our souls and building a stronger community through relationships.”

IER Parent