

Consortium for Educational Change (CEC) JOB EMBEDDED PROFESSIONAL DEVELOPMENT

CEC is a leader in the implementation of Professional Learning Communities (PLCs), a framework for high quality job-embedded professional development that empowers and engages teachers in collaborative conversations focused on improving teaching effectiveness and student learning. This approach is ongoing, rather than episodic, and encourages organic opportunities for coaching and leadership development. CEC believes strongly in a coaching model for professional learning, where teachers quickly develop the capacity to create continuous improvement within their PLCs, rather than simply talking about it in isolated professional development sessions.

CEC's Framework for High Performing Organizations in Schools and Districts as well as the *On the Same Page 2.0 Field Guide* inform CEC's work with SIG districts and schools around professional development in three key areas:

- School culture
- Data-based decision-making
- Instructional alignment.

CEC works with districts to align professional development with the school's transformation plan, ensures that LEAs provide the needed operational flexibility to implement PLCs effectively, and implements a PD plan that builds on the expertise of the administration, staff, and teachers. CEC's approach ensures a focus on student learning with a constant eye on outcomes, as well as effective collaboration among professionals.

In addition, CEC is a leader in principal leadership development, and works effectively with principals and assistant principals in their growth as transformational leaders. CEC provides job-embedded coaching and mentoring for school leadership in tandem with its work with teachers to ensure that the entire school is working effectively to implement the transformation.