

## **Job-embedded Professional Development**

### **Job-embedded Data Driven Processes**

ENI supports the following job-embedded data-driven processes in support of SIG grants:

- Support Professional Learning Communities and Shared Leadership Teams to develop and monitor goals, guide standards-based instruction, and student interventions.
- Make informed curriculum, assessment, instructional decisions.
- Monitor progress for individual students needing strategic interventions and for each teacher needing coaching and professional development support.
- Analyze achievement data, parental engagement and identify student who are at-risk

### **Job-embedded ENI Coaching**

ENI coaches work side-by-side with principal, district coaches, and classroom teachers, to develop the practical skills needed to fully guide and mentor teachers.

For teachers, interventionists, and district coaches, ENI coaches provide in-classroom observations, demonstrations, and support so that they can learn and apply strategies simultaneously and immediately. They learn how to use formative and summative data to design and deliver quality instruction, co-teach, and utilize resources and strategies effectively.

For principals, Shared Leadership Teams, and Professional Learning Communities, ENI coaches work within the structures to establish collaboration, effective, and productive outcomes, make data-driven decisions, conduct quality walk-throughs, and plan professional development that relates to the specific needs of teachers and staff.

### **Job-embedded Project Management**

ENI project managers conduct monthly virtual and quarterly on-site program reviews with district and school administration. In the review process, project managers review formative and summative data, conduct classroom walk-throughs, and attend shared leadership and/or professional learning community meetings to identify areas of success and areas of need. Project managers summarize and organize materials in a written report with supportive data and conduct review with district and state representatives to ensure the requirement of the SIG grant are met and that adjustments and next steps are identified to ensure continuous improvement.

### **Evidence of Effectiveness**

2014-15 ENI Program Reviews, North Chicago School District 187, Neal Math and Science Academy.