

## **JOB-EMBEDDED PROFESSIONAL DEVELOPMENT**

Houghton Mifflin Harcourt (HFM) offers a powerful sequence of professional development and coaching services that consist of a blend of in-person face-to-face, online, and job-embedded teacher and leadership development and support. Our collaborative process includes onsite meetings and training, monthly webinars, and professional development resources.

Teachers receive personalized advice and guidance on successfully implementing highly effective teaching strategies. Whether modeling, observing, or co-teaching, coaches form a strong bond with teachers that results in rapid improvement in teacher practice and high-fidelity implementation, building skills in learner engagement, academic rigor, and real-world relevance. HMH coaches work side-by-side with teachers to identify needs and set instructional goals, provide observation and feedback, and facilitate data analysis. Collaborative support with a leadership coach helps leaders build capacity by developing expertise in identifying priorities and increasing leadership skills, including creating a shared vision, aligning organizational structures and systems, using data for decision making, aligning curriculum to standards, and planning focused professional development. Leaders, teachers, and coaches form powerful Professional Learning Communities in the process.

The HMH comprehensive and customizable instructional coaching model to assist teachers in transforming instruction uses the *Rigor/Relevance Framework*<sup>®</sup> to plan curriculum, deliver instruction, and monitor progress. Teachers learn differentiation approaches and understand how to extend rigor and adjust instruction based on assessment.

**Evidence of Effectiveness:** The instructional and leadership job-embedded coaching for Griffin High School in Griffin, Georgia, resulted in end-of-course test increases in six of eight courses, including Literature, Math II, and Biology.