“Getting to More”
Computer Science PD Design Studio
April 26, 2013
Goals for our “Design Studio”

1. **Learn Together.** Network with leaders in the field.

2. **Recognize Characteristics of Good PD.** Explore lessons from math and science, and generate consensus around common values for good CS PD.

3. **Identify Strategies for Improvement.** What strategies can we use to deepen/scale/broaden impacts?

4. **Outline Implications.** What does it mean for our individual work and the field writ large?

5. **Develop Action Plans.** What will each of us do to improve our work for the future?
To promote learning and sharing so we can all improve, we must...

1. Participate Actively
2. Listen Attentively
3. Be Candid
4. Build on the Ideas of Others
5. Respectfully Challenge One Another’s Ideas
6. Recognize the Needs of Others
7. Be Open to New Ideas
I got...
- Specific techniques
- New people

I valued...
- Respect
- Trust
- Community Expertise

I need...
- Money
- Time with my team to process
- Common Tools
Agenda – Day Two

Working with School Districts
Reflection
Action Plans
Final Thoughts
Evaluation
Agenda – Day Two

Working with School Districts
Reflection
Action Plans
Final Thoughts
Evaluation
Working with School Districts

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Brenda Wilkerson
Program Manager for Information Technology, Office of Career and Technology Education and STEM High Schools, Chicago Public Schools
<table>
<thead>
<tr>
<th>Table 1</th>
<th>Table 2</th>
<th>Table 3</th>
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<tbody>
<tr>
<td>Baxter, D.</td>
<td>Koch, M.</td>
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<td>Frankie, T.</td>
<td>Meloy, T.</td>
<td>Muralidhar, D.</td>
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<td>Pollock, L.</td>
<td>Dettori, L.</td>
<td>Lee, I.</td>
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<td>Yanek, D.</td>
<td>Psaila-Dombrowski, M.</td>
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<th>Table 4</th>
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<td>Astrachan, O.</td>
<td>Garcia, D.</td>
<td>Ericson, B.</td>
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<td>Diaz, L.</td>
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<td>Furman, C.</td>
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<td>Osborne, R.</td>
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<td>Rasmussen, C.</td>
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Baker Franke
Chair, Computer Science Department
University of Chicago Laboratory Schools
Putting it all together
Team Reflection

1. Reconvene with your team member.
2. As a pair, discuss the following.
   a. What about your PD are you most proud of?
   b. What areas do you most want to improve?
   c. What strategies will you use to make that improvement happen?
   d. What are the biggest barriers you face?
3. Make a poster...
# Team Reflection Poster

<table>
<thead>
<tr>
<th>What we’re proud of:</th>
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<table>
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<tr>
<th>What are three areas you would like to improve in?</th>
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<tbody>
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<td>1.</td>
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<tr>
<th>What strategies are you going to do to address those areas:</th>
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<td>1.</td>
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<th>What are the biggest barriers?</th>
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</table>
1. Pair up with another team (pairs on next slide)
2. With the other team take turns presenting [10 min each]:
   a. Reminder of current PD design from flash talk templates.
   b. Use poster to discuss key changes to PD design that address your PD’s less-to-more issues
   c. Discuss strategies and possible implementation
   d. Other team provide feedback, **ask hard questions and respectfully challenge ideas.**
   e. Switch
3. As a Table:
   a. Choose a speaker
   b. Identify 3-5 ideas worth sharing
Whole Group Discussion

1. Each table will share out 3-5 ideas.
2. Whole Group Q & A.
Jean Westrick
Associate Director, 100Kin100 STEM
Project, Urban Education Institute (UEI)
at the University of Chicago
"This is our plan for the next 1,000 years."
These are plans for you.
These are plans for you for one year.
# Action Plan Template

**Issue** *(Please describe the issue you’re addressing. Think about less-to-more issues, principals for effective PD and strategies for professional learning.)*

**Goal** *(Be sure to write “SMART” goals (specific, measurable, attainable, relevant and time-sensitive.)*

<table>
<thead>
<tr>
<th>completion date</th>
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<tr>
<th>Action Steps</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Resources (list financial, human, organizational, other)</th>
<th>Communication (Identify who needs to know about the action, and what ways you will keep them abreast of information)</th>
<th>Potential Barriers (What are the potential challenges you face? How will you overcome them?)</th>
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<td>Step 1:</td>
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<td>Step 2:</td>
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<td>Step 3:</td>
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<td>Step 4:</td>
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<td>Step 5:</td>
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We'd love to see these, if you'd care to share!
What will you do to improve over the next year?

What goals will you make to “move from less to more”?

Be mindful of ways you can focus on:

• Improving coherence
• Addressing the needs of classrooms
• Customizing to the needs of teachers
• PD Design
Be **SMART** about what you want to change:

- **Specific (and strategic):** Linked to mission, overall goals and/or strategic plans.
- **Measurable:** Can be measured.
- **Attainable:** Is realistic and reasonable and can be achieved given context.
- **Relevant:** Is aligned with current projects/needs.
- **Time-bound:** Has a clear timeframe and deadline.
Plans should meet several criteria.

- **Completeness.** Does it identify/list all the action steps needed to impact your goal?
- **Clarity.** Have you clearly identified who will do what by when?
- **Current.** Is the plan reflective of current needs? Have you anticipated opportunities and barriers?

Note: Action Plans are “living” documents that should be revised as needed.
Action plans should clearly identify:

- **What** actions or changes will occur?
- **Who** will carry out these changes?
- **When** will they take place, for how long?
- **What resources**, including money, staff, etc., are needed to carry out these changes?
- **Communication**. Who should know what and how?
- **Potential Barriers**. *What things might challenge your success? How might you overcome them?*
1. Spend the first 5 minutes, and identify the area(s) of improvement you want to address.
2. For each, draft a SMART goal.
3. Starting with where you want to end up, outline the steps needed to get you there.
4. Each action step represents a milestone—think “key deliverable.”
5. If you’d like, share your work via Dropbox.
Baker Franke
Chair, Computer Science Department
University of Chicago Laboratory Schools

Michael Lach
Director of STEM Policy and Strategic Initiatives, Urban Education Institute at the University of Chicago
Goals for our “Design Studio”

1. Learn Together. Network with leaders in the field.
2. Recognize Characteristics of Good PD. Explore lessons from math and science, and generate consensus around common values for good CS PD.
3. Identify Strategies for Improvement. What strategies can we use to deepen/scale/broaden impacts?
4. Outline Implications. What does it mean for our individual work and the field writ large?
5. Develop Action Plans. What will each of us do to improve our work for the future?
1. Consider goals and contexts.

2. Different strategies target different needs.

3. Lead by example.
## “Getting to More”
**K-12 Computer Science Professional Development Design Studio**

Name: ___________________________ Organization: ___________________________

<table>
<thead>
<tr>
<th>Please share your opinion of the Design Studio:</th>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Somewhat Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>Overall, I would rate the Design Studio as a valuable learning experience for me.</td>
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<tr>
<td>I built new relationships with other PD providers that will be helpful in my work.</td>
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<td>I identified one or more recommendations to address a problem of practice in my work.</td>
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<td>Learning about the work of others during the “flash talks” was useful.</td>
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<td>The presentations and activities provided me with valuable information that will help me address challenges in my work.</td>
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<td>I valued the expertise of the presenters who shared strategies for effective PD.</td>
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<td>The panel discussion with school districts provided me with information that will have an impact on the way I do my work.</td>
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<td>This Design Studio helped me think about my PD in new ways.</td>
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<td>I will be changing aspects of my PD design as a result of what I learned in the Design Studio.</td>
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I hoped to get the following out of this Design Studio: 

_________________________________________________________________________________________

I got:

_________________________________________________________________________________________

The thing I valued most about my experience in the Design Studio was:

_________________________________________________________________________________________

Implications for my work are:

_________________________________________________________________________________________

Support I need:

_________________________________________________________________________________________

The biggest challenge my program faces is:

_________________________________________________________________________________________

The biggest challenge the field faces is:

_________________________________________________________________________________________

Additional Comments:

_________________________________________________________________________________________

I would be willing to talk more about my Design Studio experience and its Implications for my work (check one):

____ YES  ____ NO
Thank you!
Thank you!
Thank you!