

# Job-Embedded Professional Development

**American Reading Company (ARC) works with districts and schools to design a professional development plan that meets the specific needs of each individual initiative.**

ARC Professional Development is highly adaptable and flexible to meet the needs of the district and/or school. The total number of Professional Development days, time of year, day(s) recommendation, and recommended service types of PD can all be modified to best serve the district and/or school. Webinars are used when stakeholders cannot attend on-site or when the need arises for the district and/or school.

## Types of Professional Development Sessions

### 1. Leadership Team Meetings

- Leadership Team Meetings are held each visit to review data that informs professional development and can be used to provide feedback and support to teachers.
- Leadership has opportunities to refine their skills, with support from the ARC Executive Coach as a model.

### 2. On-Site Workshop

- Participants work in a whole-group setting with interactive model lessons, hands-on learning experiences, simulations, videos, practical applications, and current professional literature.

### 3. Grade Group Meetings/Professional Learning Communities

- Grade Group Teams meet at Data Wall to monitor, plan, and edit student intervention plans and to track rate of progress and/or to focus on a specific Action Step as a grade group.

### 4. Coaching (Fishbowls)

- ARC Executive Coach leads demonstration lessons in classrooms with teacher grade groups while peer colleagues observe.
- Elbow-to-elbow coaching sessions with one teacher and one child, or one teacher and a small group of students, working together with an ARC Executive Coach while peer colleagues observe.
- Collaborative Conferencing.

### 5. Accountability Systems/Feedback Loops

- **Marking Period Levels Review**
  - Levels are reviewed for every student, organized, and conducted by school and district Leadership Teams.
  - Leadership Team conducts levels reviews to ensure accuracy and identify teachers who are expert levelers and teachers in need of additional support as determined in collaboration with the Leadership Team.
- **Status Checks**
  - Classroom visits during which ARC Coach, Principal, and Leadership Team observe and collect data on a specific Action Step metric for 15 minutes and then debrief and transition to the next classroom.
- **One-on-One**
  - ARC Executive Coach provides differentiated support to individual teachers.
- **Quarterly Reviews**
  - Meeting with the ARC Executive Coach and Leadership Team to review quarterly data and to ensure the alignment of school systems.

### 6. Webinars (Online forum)

- ARC Executive Coach provides differentiated instruction for Grade Group Teams and/or Leadership Teams based on the school or district's need.

### 7. Family Workshops

- ARC Executive Coach works with the school to establish and maintain academically successful reading routines at home.
- Participate and support during parent/teacher meetings.
- Support school implementation of parent coaches and volunteers.

**AMERICAN  
READING COMPANY**

For more information please visit [www.americanreading.com](http://www.americanreading.com)