

L.A.R.S. -- A Professional Development Sequence

LEARN * APPLY * REFLECT * SHARE

L.A.R.S. is an effective sequence of PD sessions when we're seeking to not only build the knowledge base of our participants, but when we're seeking our participants to implement specific strategies, concepts or techniques into their practice.

Session 1: (45 Min)

LEARN: PD workshop that engages participants in a new concept or strategy. The workshop communicates the essential components of the topic, and provides active engagement and an exchange of ideas between participants.

APPLY: By the end of the workshop, teachers consider how they can implement what they've learned into their practice. They complete an Application Plan where they write ideas about what they can implement and what artifacts they will be able to bring to the next session.

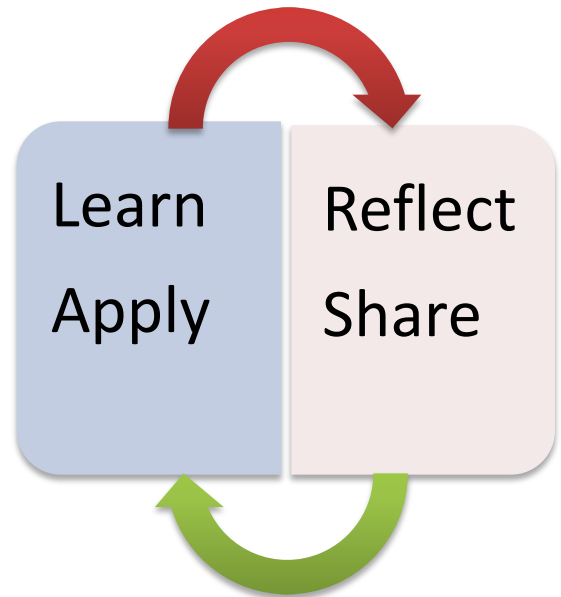
Participants have experience with the topic, therefore they are likely to feel more comfortable applying it to their practice. Because they are choosing for themselves what to implement and what to bring back to the group, they have increased ownership in the process. By asking all participants to bring an artifact to represent what they implemented, we are able to create reciprocal accountability within the community.

Session 2: (45 Min)

REFLECT: Participants regroup through written reflection using either open ended journaling practices, or by responding to a variety of prompts. By reflecting on their implementation experiences, participants are able to synthesize what they're learning and its impact. The reflections become concrete texts and archives of the professional learning that has occurred.

SHARE: After reflection, participants share their artifacts and experiences together in small groups, identifying similarities and differences in the samples, experiences. Participants may celebrate successes, or may identify challenges and ways that their process can be extended.

If the PD session is longer than 45 minutes, the cycle can repeat immediately: Ex: Session 2 is Reflect & Share; Learn and Apply a new strategy.



PD Title/Session:

Date:

Lesson Plan for Professional Development

Objective:		Notes:
Inquiry/Opening: Time: •		
Interaction: Time:		
“Mini-Lesson” Main Points: Time: •	Engaging Activity: Time:	
Closing Summary: Time:		
Continued Practice:		



Apply

To leverage what we're learning as professionals to create substantive change for students, we apply what we've learned to our classroom lives.

Name: _____

A Promising Practice: Describe the practice that can be applied in your classroom.

Action Plan: Articulate a plan for applying this practice.

Artifacts: What artifacts (samples of teacher and student work) will you bring next session?



PD Learning Reflection

Name: _____ Subject: _____

Strategy, Activity, Assignment: _____

Reflection: Take time to reflect on your experiences. The prompts may help jumpstart your thinking. Please attach any handouts or strategy templates to the reflection.

Reflection:	
_____	<ul style="list-style-type: none">• Describe the strategy, activity or assignment you used.• How did your students respond?• Is there anything that seems confusing, frustrating, complicated, or unclear about applying these strategies?• Are there areas you'd like more help?• Would you use this again? Explain.• What advice would you give to someone else who wanted to apply this strategy?

