2019-2020 PLLD Programs

The programs designed and delivered by the Professional Learning and Leadership Development Branch (PLLD) support the growth and development of teachers, administrators, and District leaders.

These programs offer real-time, purposeful, and customized professional development and support grounded in the District's *Teaching and Learning Framework* and *School Leadership Framework*.

Lead
Leadership development programs build capacity through self-reflection, group discussions, seminars, and coaching.

Observe & Evaluate
Educator Development and Support processes support the development of high quality teaching and learning/leadership practices.

Prepare
Professional preparation and induction programs support LAUSD educators on their path to becoming an administrator.

Develop
MyPLN provides diverse learning content for all LAUSD employees.

The LAUSD *School Leadership* and *Teaching and Learning Frameworks* are the foundation for improving practice.

Leadership Development
The following PLLD leadership development programs support LAUSD educators on their path to becoming administrators and build capacity build through self-reflection, group discussion, seminars, and coaching.

Aspiring Principal Program (APP) – In Person and Virtual
APP is a cohort-based professional development program for LAUSD employees who aspire to assume the role of principal; it is the primary promotional process for principal assignments. The program is designed to provide participants with a series of targeted sessions in the areas of instructional and operational leadership. APP participants build their leadership capacity through extensive practice using multiple sources of data to analyze the school context and to develop an entry-plan for assuming the role of principal.

Aspiring Assistant Principal Program (AAPP) – In Person and Virtual
AAPP is modeled after APP. AAPP is a cohort-based professional development program for LAUSD employees who aspire to assume the role of assistant principal; it is the primary promotional process for assistant principal assignments. The program is designed to provide participants with a series of targeted sessions in the areas of instructional and operational leadership. AAPP participants build their leadership capacity through self-reflection, group discussions, seminars, and performance assignments. Participants receive coaching from an assigned mentor.

Administrator Induction Programs
Through its two-year competency and performance-based administrator induction program, the Los Angeles Administrative Services Credential (LAASC), LAUSD supports new administrators to receive their Clear Administrative Services Credential. These programs have been approved by the Commission on Teacher Credentialing and are anchored in the California Professional Standards for Education Leaders (CPSELs) and the *School Leadership Framework.*

California Preliminary Administrative Credential Examination (CPACE) Professional Development
LAUSD employees interested in attaining their Preliminary Administrative Services Credential may participate in a 12-hour professional development offered at no-cost. This training will prepare participants to complete the CPACE examination.

Empowering educators to be courageous and transformational leaders.

Observe and Evaluate

To ensure all students have access to effective instruction and leadership, the District's evaluation processes support the development of increasingly high quality teaching, counseling, and leadership practices.

Educator Development and Support: Teachers (EDST)

The District's teacher evaluation process, EDST, includes observations, conferencing opportunities, professional goal setting activities, and a series of reflection activities throughout the year. This process incorporates promising practices in coaching and feedback and encourages professional reflection and growth. The foundation of EDST is the *Teaching and Learning Framework*.

Educator Development and Support: Non-Classroom Teachers (EDSNCT)

School-based instructional coaches and coordinators, deans, and various non-school, non-classroom positions are evaluated using the EDSNCT process. EDSNCT includes a series of reflection activities, observations, evidence collection, conferencing opportunities, and professional goal-setting activities. The foundation of EDSNCT is the *Teaching and Learning Framework*.

Educator Development and Support: Counselors (EDSC)

Beginning in 2019-2020, school counselors are evaluated using the EDSC process. EDSC includes a series of reflection activities, observations, evidence collection, conferencing opportunities, and professional goal-setting activities, all of which are aimed at helping to identify strengths and opportunities for improving professional practice. The foundation of EDSC is the *School Counseling Framework*.

Educator Development and Support: School Leaders (EDSSL)

Principals and Assistant Principals (generic) and Assistant Principals, Secondary Counseling are evaluated using the EDSSL process. Beginning in 2019-2020, Adult Education Principals and Assistant Principals will be evaluated using EDSSL. EDSSL includes observations, conferencing opportunities, professional goal setting activities, and a series of reflection activities throughout the year. This process incorporates promising practices in coaching and encourages professional reflection and growth. The foundation of EDSSL is the *School Leadership Framework.*

Educator Development and Support: Principal Supervisors (EDSPS)

Beginning in 2019-2020, Directors, Community of School Administrators and other non-school based administrators who supervise and evaluate site principals will be evaluated using the EDSPS process. EDSPS includes observations, conferencing opportunities, professional goal setting activities, and a series of reflection activities throughout the year. This process incorporates promising practices in coaching and encourages professional reflection and growth. The foundation of EDSPS is the *Principal Supervisors' Leadership Framework.*

Learning Management

My Professional Learning Network (MyPLN)

MyPLN is the District's professional learning management system. MyPLN offers educators diverse learning opportunities, including in-person, virtual, and blended learning professional development. In addition, through MyPLN, educators can leverage online professional learning communities to collaborate and share best practices.