

IMPLEMENTING THE SCIENCE OF READING

Our Approach to Literacy Leadership Development

Adult learners differ from traditional students in multiple ways. They prefer to direct their own learning, have a deep well of personal experience they can draw on to process new information, are interested in the immediate application of knowledge, and are motivated to learn by internal rather than external factors (Beavers, 2009).

Our approach to literacy leadership training reflects these principles and also draws on decades of research into effective educator professional development (Darling-Hammond et al., 2022). It is job-embedded, ongoing, relevant, content-driven, incorporates participants' personal experiences, and provides opportunities for them to explore how each strategy can be adapted to their unique contexts.

Our model involves collective learning, communities of practice (CoPs), and coaching. All three elements work in concert with each other and are focused on increasing and building the collective capacity of leaders to improve instruction and student learning.



Collective Learning

4 sessions | **90** minutes

Collective learning sessions are designed to introduce content knowledge and evidence-based practices.



Communities of Practice

3 sessions | **60–90** minutes

Communities of Practice topics are selected to further deepen the knowledge introduced in the collective learning sessions by exploring each leader's roles, responsibilities, and expectations in their current positions and contexts.



Coaching

3 sessions | **60** minutes

Coaching sessions are facilitated by our experienced leaders who excel at bridging research and practice. These are shoulder-to-shoulder, individualized opportunities to address actual school-based challenges.

“Education Northwest’s Literacy Leadership Academy gave me vital background information for leading the science of reading initiative in my school building!”

Alaska Leader

Literacy Leadership Professional Development Calendar (Example)



EXAMPLE TOPICS

SESSION 1

- Introduction to the science of reading: Evidence-based literacy practices
- Strong core literacy instruction: Observable classroom practices
- Strategies to support teachers and monitor the literacy environment

SESSION 2

- Overcoming the challenges of implementing literacy initiatives
- Elements and stages of effective implementation
- Catalyzing the work of the literacy team: The leader’s role

SESSION 3

- Effective literacy instruction for multilingual learners
- Engaging families and community members
- Strategies to support teachers

SESSION 4

- Improving student learning outcomes: Targeted systems of support
- Effective monitoring of learning: Strategies for data analysis
- Developing collective efficacy to achieve results

COMMUNITIES OF PRACTICE 1

- Prerequisite: Literacy implementation continuum (self-assessment)
- Literacy vision statement
- Science of reading-embedded lesson planning; literacy blocks

COMMUNITIES OF PRACTICE 2

- Literacy walkthrough protocols and effective feedback (e.g., case studies)
- Data analysis for leaders (e.g., assessments, teacher professional development)

COMMUNITIES OF PRACTICE 3

- Content and language integration: Supporting multilingual learners and their teachers
- Engaging families and community members

COACHING SESSIONS (3)

Shoulder-to-shoulder, individualized opportunities to address actual school-based challenges

References

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