# Powerful
Professional Learning

Created in Partnership with Professor John Hattie
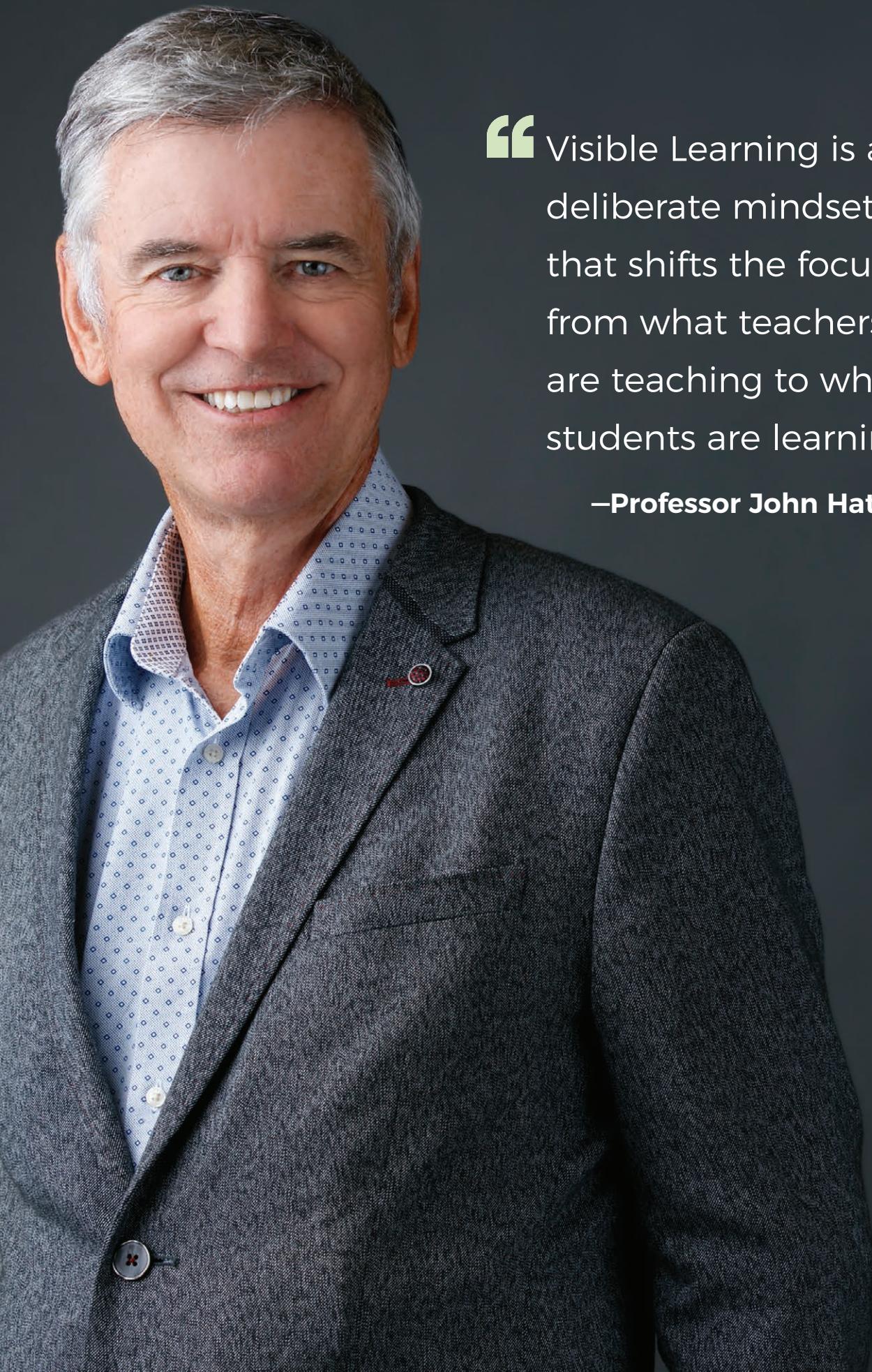
"Visible Learning is a deliberate mindset that shifts the focus from what teachers are teaching to what students are learning."

—Professor John Hattie

What is Visible Learning+ professional learning?

## Accelerate student learning by focusing on what works best

What if school improvement planning efforts were directly tied to a change process and paired with customized professional learning that included continual coaching and mentoring as well as built-in evidence-gathering to prove the impact of the change?

That's the thinking behind the development of Visible Learning+. Based on the Visible Learning® research of Professor John Hattie, it is a practical approach that puts his findings into practice and enables schools and districts around the world to effectively implement the core findings of the research. The result is a sustainable improvement process that connects to district initiatives, addresses specific school needs, and grows from the bottom up to ensure continuous buy-in from teachers and school leaders.

The research behind the professional learning

The Visible Learning research is the world's largest evidence base on what works best in schools to accelerate student learning. The power of the research lies in helping educators understand, measure, and evaluate the impact they can have on student growth and achievement.

Visible Learning Meta^x offers unparalleled access to the most up-to-date Visible Learning research, interpretations, and analyses—making it possible to understand the research and adapt it to your particular context.
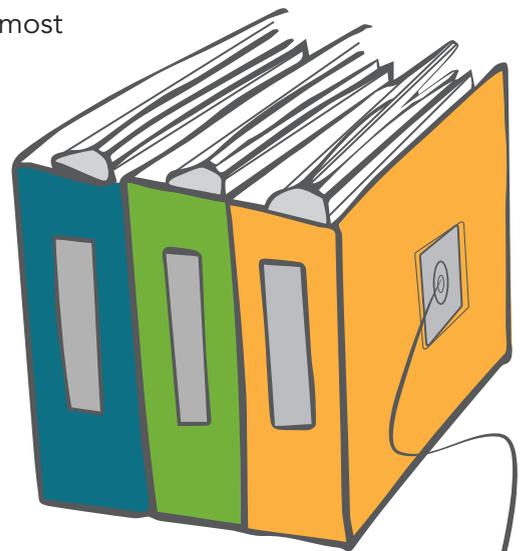
See the research database
at visiblelearningmetax.com

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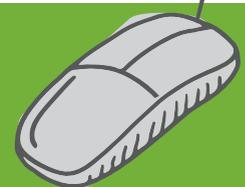
What makes Visible Learning+ so powerful?

The power behind Visible Learning+ lies in the process of implementation and the mindset shifts that occur when thinking about learning in a whole new way. These concepts and overarching themes fuel the impactful change that Visible Learning+ brings to schools and systems.

1. Key Themes

To help schools use the research to impact practice, there are several key themes that provide a lens through which to measure impact. These themes are woven throughout the impact cycle and professional learning sessions and provide a backbone for evaluation and learning.

The Visible Learner — Know Thy Impact — Visible Teaching & Leading — Effective Feedback — Aligned Systems & Processes

2. The Impact Cycle

Schools engage in a continuous process of self-evaluation to determine focus and decision-making. This evidence-based cycle of inquiry has five distinct stages and is repeated annually.

1. Gather evidence to determine areas of focus
2. Plan professional learning based on evidence
3. Implement professional learning plan
4. Track progress and outcomes
5. Assess impact and next steps

3. Mindframes

One of the most important influences on student achievement is how leaders and teachers think about learning. These ten ways of thinking—or "mindframes"—underpin actions taken in schools in order to accelerate achievement.

1 I am an evaluator of my impact on student learning

2 I see assessment as informing my impact and next steps

3 I collaborate with others about my progress and impact

4 I am a change agent and believe all students can improve

5 I strive for challenge and not merely "doing your best"

6 I seek, give, and act on feedback

7 I engage as much in dialogue as monologue

8 I inform students what successful impact looks like

9 I build relationships and trust

10 I focus on learning and the language of learning

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Align, build, and accelerate with the School Impact Process

Designed to enhance the capability of school leaders and teachers, the Visible Learning+ School Impact Process combines professional learning and assessment tools to provide a long-term, sustainable solution to accelerate student learning and increase schoolwide achievement. Connect and harmonize existing school and system initiatives, build internal capacity, and harness the collaborative energy of educators with the School Impact Process.

Foundation Series Professional Learning
Walks teachers and leaders through the process of collecting your own data so you can create a common language of learning, and build a plan to increase your students' achievement.

Impact Coaching Professional Learning
Builds internal capability to support long-term, sustainable, and ongoing evaluation of impact.

Impact Series Professional Learning
Builds on the plan you created during the Foundation Series, helping you dig deep into your areas of greatest need.

Evidence Gathering Tools
Are embedded throughout the 3-year School Impact Process so you can evaluate where you are and make strategic plans for the future.

Visible Learning+ School Awards

School Awards recognize the progress as well as the achievement of schools and individuals that have made the commitment to implement the Visible Learning+ School Impact Process, use Visible Learning principles in their daily work, and systematically embed them at all levels within the school.

Visible Learning[plus] *Associate School*

Visible Learning[plus] *Partner School*

Visible Learning[plus] *Certified School*

For more information on School Awards, visit visiblelearningplus.com/school-awards

Rather than a one-day workshop or a one-size-fits-all solution, the School Impact Process is a three-year evidence-based system improvement process. Through ongoing cycles of evidence-gathering and knowledge-building, educators can focus on the practices that maximize their time, energy, resources, and impact.

Establish Your Baseline

Begin your journey by building foundational knowledge of John Hattie's research with the Visible Learning+ **Foundation Series** professional learning.

Build a foundation across schools → **Learn how to gather evidence** → **Gather evidence for 60 days** → **Develop Visible Learning action plan**
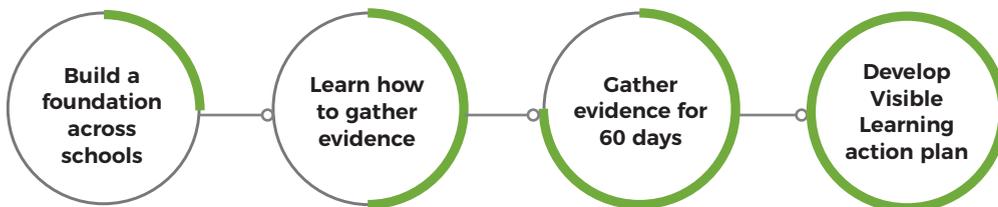
Support Your Visible Learning Action Plan

The Impact Series professional learning helps you master the practices that create the biggest gains in achievement by focusing on the areas of greatest need.

| Developing Visible Learners | Feedback that Makes Learning Visible | Creating Effective Assessments for Teaching and Learning | Using Data to Evaluate Your Impact | Mindframes for Success | How Students Learn: High Impact Strategies |

Maintain Momentum and Sustainability

Impact Coaches build capacity within to maintain momentum and sustainability of the Visible Learning+ process.

School impact **Evidence-Gathering Tools** establish baseline data against which progress can be measured.

Measure your impact → Maintain momentum & sustainability → Engage in continuous, adaptive cycles of evidence gathering

School Impact Outcomes

LEADERS
Enhanced visibility into school performance and improved decision making based on evidence.

TEACHERS
Adaptive experts who teach based on a clear understanding of what works best for raising student achievement.

STUDENTS
Students demonstrate increased attendance, engagement, retention, progress, and achievement.

For a sample annual roadmap of what the School Impact Process might look like in your school, contact us by visiting **corwin.com/visiblelearning** or reach out to your Senior Professional Learning Advisor.

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Foundation Series | Professional Learning

Designed to develop a cycle of inquiry and knowledge-building into your school professional learning process, the Foundation Series will help you focus your time, energy, and resources on what is having the greatest impact on your students' learning.

Build a foundation

During this series of three professional learning sessions, you will engage with the high-impact practices from the Visible Learning research and learn how to collect evidence of the extent to which these practices are present in your school or classroom. You will then collect data from within your school or classroom for 60 days and create an action plan for your first impact cycle.

Professional learning sessions

Foundation Day

Leaders and teachers will develop a common language of learning as they examine the Visible Learning research and what makes a significant impact on student achievement.

For leaders:

Evidence Into Action 1
Develop a plan to collect evidence at your school.

Evidence Into Action 2
Analyze your evidence and develop an action plan for your school or system. your school.

Evidence Into Action 3
Review progress and analyze new and updated data. Plan and create an updated action plan to ensure ongoing improvements.

For teachers:

Visible Learning Into Action 1
Develop a plan to collect evidence in your classroom.

Visible Learning Into Action 2
Analyze your evidence and develop an action plan for your classroom.

Visible Learning Into Action 3
Review progress and analyze new and updated data. Plan and create an updated action plan to ensure ongoing improvements.

Outcomes

Student and teacher learning becomes visible so you can see what is and isn't working and focus your time on what works best to accelerate learning.

Impact Series | Professional Learning

The Impact Series is a collection of electives designed to enhance school capability around the key Visible Learning themes so teachers can have the greatest impact on students' learning.

Enhance school capability of high-impact practices

After you have taken the Foundation Series and collected evidence about what your school needs to focus on, schools pick one or more of the Impact Series electives to support the initiatives determined in their professional learning action plan.

Professional learning sessions

1 Developing Visible Learners

Dive deep into the research that relates to student ownership of learning in order to develop visible learners in the classroom.

2 Developing Assessment-Capable Visible Learners 1 & 2

Discover the characteristics of assessment-capable visible learners and plan an impact cycle of implementation and evidence-gathering to embed processes, practices, and impact.

3 Feedback That Makes Learning Visible

Shift the conversation from giving feedback to receiving feedback so you can evaluate your impact.

4 Mindframes for Success

Engage with the tools and resources that help you evaluate and monitor your mindframes.

5 Using Data to Evaluate Your Impact

Learn how to calculate effect sizes and interpret evidence to show impact.

6 Creating Effective Assessments for Teaching and Learning
Create effective pre- and post-tests using the SOLO taxonomy as the frame work for effective reliable design.

7 How Students Learn: High Impact Strategies

Engage with the newest research about the science of how we learn.

Outcomes

Teachers will be able to develop assessment-capable visible learners, calculate their effect size, embed high-impact practices in their classroom, give and receive effective feedback, understand the mindframes that have a high-impact on student learning, and create effective assessments that help them understand their impact.

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Evidence Gathering Tools | Assessments

How do you know that your time, energy, and resources are focused on what works best? Throughout your Visible Learning journey your school will learn to use various assessment tools to identify key areas of improvement. These evidence-gathering tools measure the actual and perceived extent to which high-impact practices are present in your school as well as the underpinning beliefs that have a dramatic effect on student learning and achievement. The results from these assessments are then used to help you identify the key elements to focus on for a completely customized professional learning action plan.

Measure growth

These tools are all used during the Foundation Series to help you establish your baseline, and then are administered once per a year during the School Impact Process.

Tools and Assessments

School Capability Assessment
In-school consultant visit

- Determine the extent to which high-impact practices are present in your school.

- A certified Visible Learning+ consultant will collect your data and present an unbiased, written baseline report to help you track progress and measure growth.

- Given before the Foundation Series professional learning and once a year during the School Impact Process.

Mindframes Survey
Questionnaire for staff

- As part of the School Capability Assessment, measure the extent to which the attitudes, dispositions, and beliefs of teachers and school leaders are aligned with the ten powerful mindframes that John Hattie's research indicates are associated with accelerated student outcomes.

- Administered online during the same time the school is going through the Foundation Series, and then once a year after that.

School Matrix
Self-evaluation questionnaire

- As part of the School Capability Assessment, determine the extent to which you believe high-impact practices and the five key Visible Learning themes are present in your school and professional learning plan.This data can then be used to determine actual vs. perceived impact when combined with the School Capability Assessment.

- Given before the Foundation Series professional learning and once a year during the School Impact Process.

Ensure that growth and effective changes are embedded in your school for long-term sustainability by training key champions from your school to become what we call Impact Coaches.

Build school and system capability

During the School Impact Process, Impact Coaches receive one-on-one coaching and personalized observation from Visible Learning+ consultants in addition to taking the three sessions below.

Professional learning sessions

Impact Coach Day 1

Impact Coaches will begin by building a strong foundation of knowledge and understanding of John Hattie's research and the principles of Visible Learning and teaching. They will then learn to work collaboratively with school and system leaders in order to establish and implement plans to collect, collate, and analyze evidence to inform the school's Visible Learning action plan.

Impact Coach Day 2

During their second Impact Coach session, Impact Coaches will establish Visible Learning action plans focused on building the internal capacity of the schools to improve student achievement. They will learn to provide professional learning, advice, and support to leaders and teachers and guide the implementation of Visible Learning plans, including regular monitoring, reviewing, and reporting on impact to identify key areas of need.

Impact Coach Day 3

In their last Impact Coach session, Impact Coaches will review the results of evaluation and monitoring with the Visible Learning team and work collaboratively with leadership to ensure that Visible Learning practices are in place. They will learn to provide ongoing feedback and professional development to school staff, train leaders in the use of the tool, and support change moving forward by establishing a cycle of evidence-gathering.

Outcomes

These coaches ensure rigorous and ongoing evaluation after consultants have left as they support leaders and teachers as they collect and analyze evidence and implement Visible Learning practices.

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Practice Series | Professional Learning

It's not enough to know what strategies work best; it's knowing when to put those strategies into practice to maximize students' ownership of learning that's important. When classroom experiences are intentionally designed to meet each learner's needs, you can maximize student learning and achievement.

What works best and when

During five professional learning sessions in either a mathematics or literacy discipline, teachers will discover strategies that build conceptual understanding of mathematical or literacy ideas and learn to design classroom experiences that hit the surface, deep, and transfer phases of learning. Visible Learning for Literacy or Visible Learning for Mathematics can be taken before or after the School Impact Process to see immediate impact in the classroom.

Professional learning sessions

Visible Learning for Mathematics

Introduction to Visible Learning for Mathematics

Explore the three phases of learning and the role of learning intentions and success criteria through a mathematics lens.

Surface Learning in Mathematics

Focus on practical classroom strategies that set the stage for deeper learning.

Deep Learning in Mathematics

Examine exercises that promote deeper learning so students begin to make generalizations and connections.

Transfer Learning in Mathematics

Learn the conditions needed for transfer so students use their understanding of mathematics to solve problems in new contexts.

Visible Learning for Literacy

Introduction to Visible Learning for Literacy

Explore the three phases of learning and what works best for student literacy learning.

Determining Impact in Literacy

Explore the importance of effect sizes, how to calculate your own effect size, and build collective teacher efficacy through a literacy lens

Surface Learning in Literacy

Focus on practical classroom strategies that set the stage for deeper learning.

Deep Learning in Literacy

Examine exercises that promote deeper learning so students begin to make generalizations and connections.

Transfer Learning in Literacy

Learn the paths and conditions for transfer so students learn to organize and transform conceptual knowledge.

Outcomes

Students' literacy or mathematics learning and achievement is accelerated through improved problem-solving and conceptual understanding skills.

Stories of *Impact*

> [Implementing Visible Learning] is the most rewarding hard work any school can take on, simply because we are focusing on best teaching practices that will make an impact on student learning, and John Hattie has shown us the evidence in research to prove it.
>
> —Debra Hatada, Principal, Ka'imiloa Elementary School, Hawaii

> We wanted to do right by the kids. We wanted to do right by the adults. We were working hard. So, we decided, let's work hard in the 'right' areas. And that means making informed decisions by monitoring what the current research says to guide us and then using evidence of our own impact to make sure we're on the right track.
>
> —Teresa Rensch, Director of Curriculum and Instruction, Konocti Unified School District, California

> We did our impact cycles. You could walk into a classroom, and they had their learning intentions and success criteria up on the wall. They were teaching without resources. We weren't playing school; we were actually doing school. The background knowledge that we had built for the last two years from Visible Learning+ helped support all of that.
>
> —Kathy Brown, Principal, Lemm Elementary School, Texas

> [Students becoming their own teachers] means that you give them that advocacy, that grit, that curiosity, that determination that they need… If we can create visible learners who are resilient and who say, 'OK, I might not get it today, but I can figure out how I'm going to get there tomorrow,' that's what our dream is.
>
> —Karen Flories, Executive Director, Valley View School District, Illinois

For more stories of impact, visit corwin.com/stories-of-impact

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Supporting Resources for Visible Learning

Further your Visible Learning journey with additional supporting resources designed to provide deeper knowledge into the research, implementation, and the movement of accelerating student learning.

Official Books Collection

The Official Collection offers practical resources that distill the insights found in the Visible Learning research so that all teachers and school leaders can apply the strategies that have the greatest impact on student learning. The collection includes books that are authored or co-authored by Professor John Hattie and explain and interpret the ever-growing body of research around Visible Learning.

See the Official Collection and purchase books at corwin.com/vlbooks

Online Courses

Advance your professional development with Visible Learning online courses through Corwin Advance. These online courses provide practical application of how to connect the Visible Learning research to instructional strategies for immediate impact in the classroom to accelerate learning. Analyze your impact of teaching practices on student progress and achievement and apply knowledge to guide students to become drivers of their own learning.

Enroll today at advance.corwin.com/visiblelearning

Events

Attend our impactful institutes and walk away with tools, ideas, and actions plans you can immediately implement to begin transforming teaching and learning. Attendees will learn how to calculate progress and "know thy impact" while developing mindframes and understanding the characteristics of an assessment-capable Visible Learner. Our Annual Visible Learning Conference is an excellent way to be introduced to the core concepts of Visible Learning led by world-class presenters.

Register for an event in your area at corwin.com/institutes

What does it take to create schools where all students are learning—not by chance, but by design?

Professional learning is successful if—and only if—it has a measurable impact on student learning. **Corwin's Visible Learning+ School Impact Process** approaches professional learning with a focus on evidence-based practices and implementation support for long-term success for all learners.

Understand what works

Build a common understanding and language of learning across school around what works (and what doesn't) to accelerate learning and monitor progress.

Collect and analyze your evidence

Understand where you are now in implementing high-impact practices so you can chart where you want to go and how to get there.

Develop your PD plan with experts

Bring in the leading minds to help you formulate a PD plan for long-term, measurable growth and collaboration amongst team members.

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Accelerate
student learning