Coming Out Stronger and Successful: From Remote Learning to New Hybrid Models
Coming Out Stronger and Successful: From Remote Learning to New Hybrid Models

MODERATOR
Mark Sparvell
Educational Leader
Microsoft
@sparvell
@MicrosoftEdu

PRESENTER
Philip Neufeld, Ed.D.
Exec Officer, I.T.
Fresno Unified
@philneufeld

PRESENTER
Kurt Madden
Chief Technology Officer
Fresno Unified
@kurtmadden
Shifting narratives

Welcome to the new game!

Assets
• 70,000 students
• 4,000 teachers

Persons’ Variability
Persons’ Strengths
Better preparing students for their #AsYetImagined futures
Why and How Re-Imagining Readiness

- **Future Shift** ... students’ worlds infused with technology, rapidly changing & globally interconnected
- **Readiness Shift** ... better preparing students with whole-child readiness and skills competence for learning, work and life
- **Transformation is** ... **contextual**, affective, practice-oriented, evidence-based, multi-layered, **student-centric**

#AsYetImagined
1. What is your vision of the future?
2. What skills, knowledge and disposition will be necessary for students to navigate a dynamic, interconnected, digitally enabled future?
3. What must learning “look like” to better prepare students for their AsYetImagined future?
Investing in Readiness

PLI is a practice-driven approach to deliver high-quality instruction through teacher application of personalized, blended strategies and effective use of technology to support teaching and learning.

Year 5

35 partner schools

550 cohort teachers

and growing

#AsYetImagined
“PLI” Design for Personalized, Blended Learning

PLI built upon greater **student voice**, intentional **collaboration**, & **meaningful use of tech** using blended strategies to structure & routinize rigorous authentic learning.

- Pedagogy
- Devices in PLI Classrooms
- Training on Digital Apps
- Data Signals
- Qualitative Data
- Big Data Analysis
- Supports Pedagogical Technology
- Community of Practice
Professional Learning Shifts
Perceptions/Practice

- Affective Shared “Why”
- Models inform Know-Why
- Experiencing intended practice .. practicing experiences (Know-How)
- Digital Apps Training
- Community(s) of practice and forming networks for learning

- Shifts teaching practices...
- Transforms learning experiences...
- Leads to improved outcomes!
Necessary Conditions – Systems Readiness

Supports for *learning-in-and-beyond classrooms*

- Student computers for every core classroom
- Reliable internet and wireless access
- Adoption of Office 365, Teams for EDU, and Windows 10
- Concern for students’ engagement, equity, wellness, learning
- Culture honors collaboration across departments

*Readiness* at multiple-levels necessary for future ready learning: systems, schools, teachers, communities, families, and students.
Challenges and Course Corrections

<table>
<thead>
<tr>
<th>Year</th>
<th>Pre-PLI: legacy of NCLB &amp; EDI... CORE districts’ <strong>balanced scorecard</strong></th>
</tr>
</thead>
</table>
| 0    | • investing beyond chosen ... **choice/commitment across normal, diverse group**  
     | • blocking concerns ... addressing **necessary conditions**  
     | • practices socially replicated like “watch slide deck” ... **innovate professional learning**  |
| 1    | • performance expectations ... **data signals** and **research collaborative**  
     | • coherence challenges ... **clear, compelling, communications** with stakeholders and **alignment** to district goals  |
| 2    | • innovation versus status quo ... **innovation-inside-box, coherence-within-innovation**  |
| 3    | • effective practice across sites ... **asset-based, network-levered growth**  
     | • secondary constraints ... **context-specific job-embedded coaching**  |
| 4    | • skunk-works to scale-out ... **partnering within and beyond** district, leveraging existing assets  
     | • COVID-19 ... **shift** to distance learning ... **ready** for hybrid approach  |

**Adapt to Situations & Adjust for Scale Out**
Reflect
Investing in Readiness
Ready to Respond

What forms of readiness prepared you for Remote Learning?
Use of Data
Use of Apps

Whole-group instruction
Small Group
Independent Practice
Collaborative Practice

Honoring strengths

Successfully Scaling Out Practices

Celebrating growth
Game Changes to Remote Learning

...due to COVID-19 and closure.
### Factors affecting Design within Context

<table>
<thead>
<tr>
<th></th>
<th>Time</th>
<th>Space</th>
<th>Routines</th>
<th>Communication</th>
<th>Accountability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Regular classroom</strong></td>
<td><strong>Teacher</strong> manages schedule</td>
<td><strong>Teacher</strong> guides classroom layout</td>
<td><strong>Teacher</strong> initiates and guides learning routines</td>
<td>Face-to-face communication and predictable schedule</td>
<td><strong>Teacher</strong> continuously monitors student progress</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th><strong>Objective... Factors... Context</strong></th>
<th><strong>Design</strong></th>
<th><strong>Learning experiences</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Remote learning</strong></td>
<td><strong>Student</strong> or <strong>family</strong> manages schedule</td>
<td><strong>Student</strong> and <strong>family</strong> guide learning space design</td>
<td><strong>Teacher</strong> and <strong>students</strong> share creation and practice</td>
</tr>
</tbody>
</table>

*co-designed with Education Elements*
What matters remains essential

- Hattie on Remote Learning
  - Optimize social interactions
  - Check for understanding
  - Challenging TASKS
  - Balance precious knowledge & deep thinking
  - Opportunity to explore non-normal
  - Enhance collective efficacy
- Shape a moment of “fusion”

We're tested ... to discover our strengths.
... surprised ... to re-imagine the possible.
Ingredients to Mix for Remote Learning

Connecting and Supporting Students
(Whole group, small group, 1:1)

Synchronous Teaching
(Whole group, small group live sessions)

Asynchronous Teaching
(Self-Paced Lesson Design, Delivery and Analysis)

Feedback, Collaboration and Coaching
(Mostly 1:1 sync. or async.)
Responsive supports for students

- **Essential food service distribution**
- **Shift to 1x1 student laptops** & owned devices
- Safe & Secure with Microsoft + Cisco + Gaggle
- Used 30,000+ laptops purchased over 4 years
- By fall, over 50,000 devices & 8,000 hotspots
- **Family Tech Center** & tech training for families

Invest & advocate until all students experience modern learning in-and-beyond school
Shifting to Remote Learning
Innovating-in-context

Support teachers’ shifts to Remote Learning
• Leverage PLCs and Communities of Practice
• Cultivate innovation-in-context

Resources
• Training by Competency bit.ly/2Zhp4ZG
• Content-Specific Guidance bit.ly/2Zhp4ZG
• Webinars bit.ly/2BMTI3z
• Recorded Webinars bit.ly/2ZIt2R0
What patterns of practice or essential ingredients were most effective in your response to Remote Learning?
From Signals to Actionable Insights for DL and Beyond

Signals of Use, Engagement, Learning and Understanding lead to Actionable Insights
Learning Analytics

Digital learning systems now have ability to log learning activity and present this to teachers, students and school leaders.

Content Level Understanding ...

Engagement signals from Microsoft, Clever ...
Signals for Intelligence & Insights

Learning Analytics Models and Partnerships “LAMP”

• Research/Data Partners: Microsoft Education, Digital Promise, Khan Academy, Houghton Mifflin Harcourt, Learning Accelerator
• 4 years of research including big data analytics and focus groups
• Big data included traditional data and new signals like app use

Analytics for COVID-19 *Interim*

• Multi-Layered signals on computer use & logons; learning signals from Clever, Microsoft EDU, Khan Academy, i-Ready
• Dashboards for students, teachers, leaders from EdTech platforms
• Partners like Clever & Microsoft support extracting data for district analysis

“Meaningfully visualized signals of engagement are... essential for educators during and beyond COVID.”
Re-opening and Re-imagining

Supporting teachers’ innovations-in-context
• Webinar “Hack” sessions
• Teacher-led Webinars
• PLCs and Schools imaging next

Webinar on Virtual Field Trips

It’s FAST
★ 10 minutes or less!
★ Efficient way to build background knowledge

It just “FITS”
★ It’s the way many texts were meant to be “read”
★ A personalized experience!

It cultivates EMPATHY
★ Puts a human face on history and helps students see themselves in others’ experiences.

PLI Teacher during webinar “… blended classroom teaching + remote learning is a potent mix for student learning.”
Educational Ecosystems

Necessary conditions

- Foundations for teaching & learning
- High-Expectations, Strong Supports
- Culture is Collaborative, Innovative
- Working digital learning environments
- Responsive supports

Levers and Drivers

- Student voice
- Teacher choice & commitments
- Experiential professional learning
- Job-embedded coaching
- Professional learning communities
- Evidence-based, improvement cycles
- Site-level participative design
- Program evaluation & promotion with rigorous research

Agents within & across systems

- Affected with Know-Why, Know-How
- Experiencing exemplar Practices
- Learning from network(s)

“Innovating-within-the-box until the box changes shape and color”
What’s next

Re-imagine future scenarios for learning

Re-imagine for every student wellness, engagement, readiness

Build readiness throughout your ecosystem

then reach for and realize #AsYetImagined
Reflect

Re-imagining & re-enacting

How will you re-imagine learning and enact innovation-in-context for equitable student learning?
Questions?
Thank You

Blogs
• Moving the needle on student achievement: Fresno Unified School District’s personalized learning initiative. Read at https://goo.gl/khHnPg
• Fresno Unified School District student outcomes improve with personalized learning. Read at https://goo.gl/wJqqAq

Videos
• Fresno Unified, Instruction, Learning & Tech at https://youtu.be/U3wBBdBdDRA
• Example of experiential professional learning at https://goo.gl/cvyopm

Reports
• Enabling Analytics for Improvement: Lessons from Year 2 of Fresno’s Personalized Learning Initiative.
• Advancing achievement and equity: Growing evidence from the Fresno Unified School District Personalized Learning Initiative.
Additional resources

aka.ms/HybridLearningPaper
aka.ms/Staff2030
microsoft.com/en-us/education/remote-learning