Reimagine PD: Fordham Prep's Journey to a Growth-Focused Culture
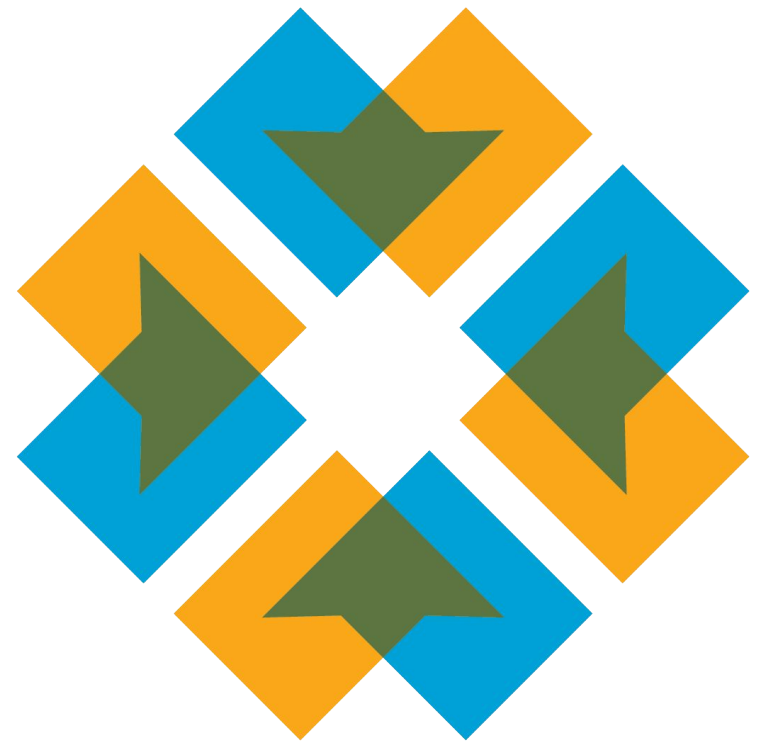
Co-hosted by Claire McCarrick, Dean of Faculty, Fordham Preparatory School,
Meghan Cureton, Cureton Consulting, LLC
and Melissa Fast, Head of School Success, Folio Collaborative

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Folio Collaborative is your partner in facilitating professional growth strategies that last.

Session Reminders

This session is being recorded and will be shared with others.

If you have a question during the presentation, please unmute or enter into the chat.

If you have a question that is sensitive or confidential in nature, please email your question after the presentation.

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Session Objectives

- The power of **collaborative visioning and faculty input** in shaping PD programs
- Strategies for **aligning PD goals with school-wide priorities**
- Leveraging myFolio to **personalize and scale** PD initiatives
- The importance of **data-driven reflection and goal-setting** for teacher growth
- Practical tips for creating a **supportive and collaborative** PD culture

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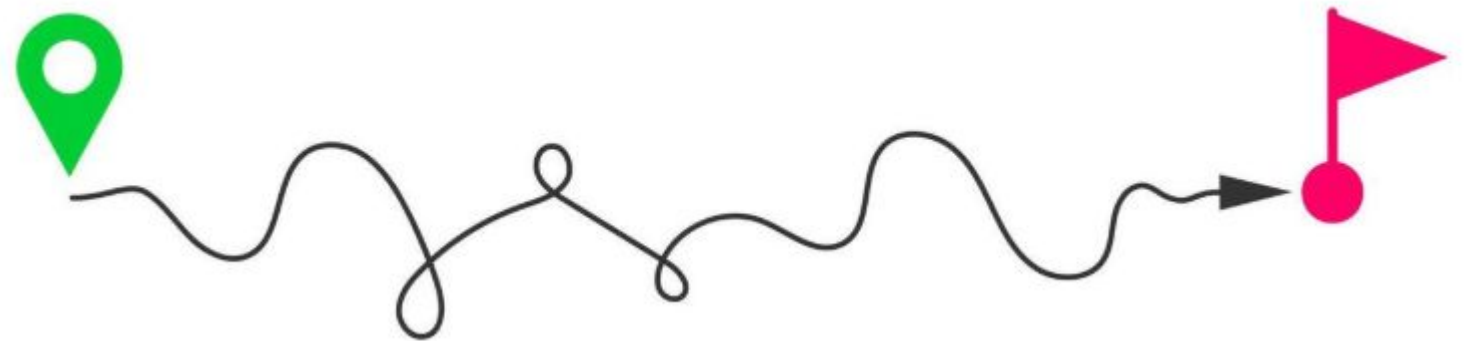
What is the biggest barrier to effective PD in your school?

Mentimeter

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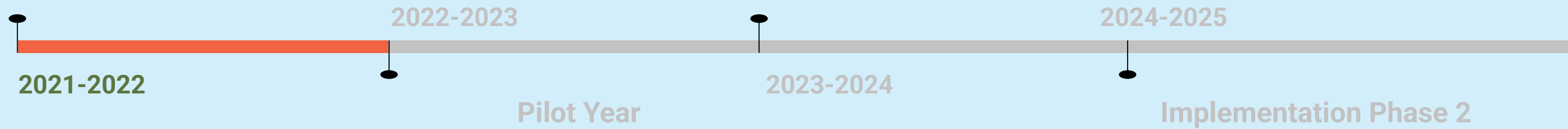
Progress Is Not Linear!

Growth & Development Timeline
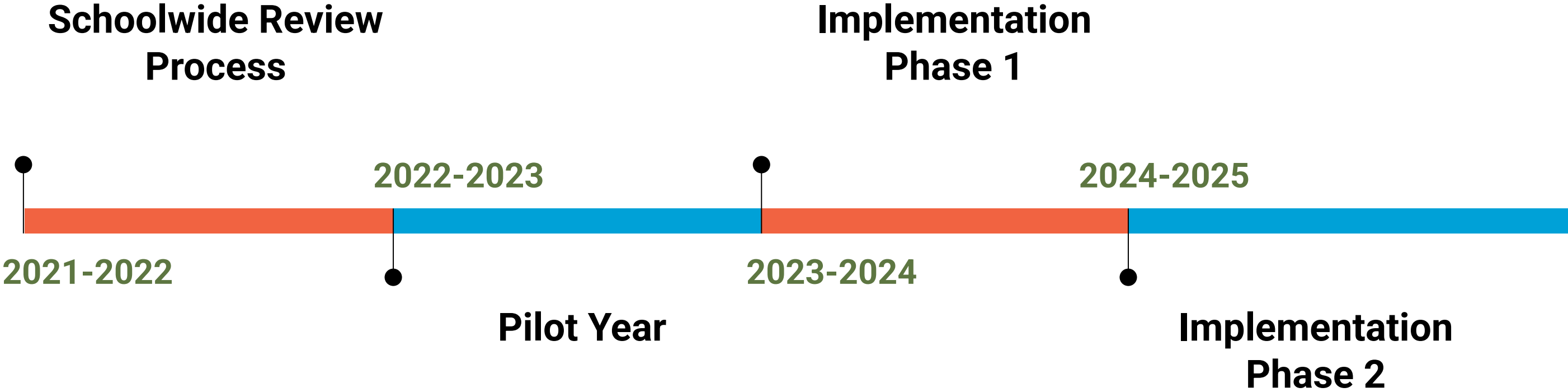
Schoolwide Review Process

Implementation Phase 1

2022-2023

2024-2025

2021-2022

2023-2024

Pilot Year

Implementation Phase 2

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Schoolwide Review Process　　　　　　　　　　**Implementation Phase 1**

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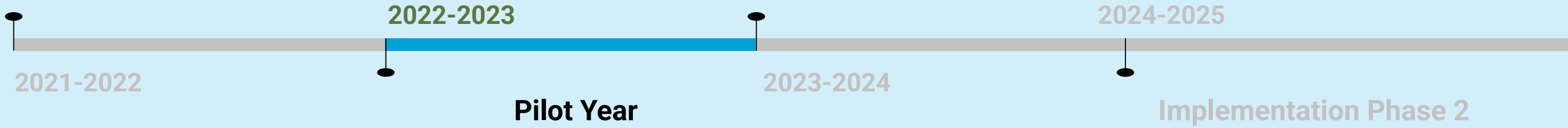
Peer Cohort Program

- 5 pilot members and Middle States
- Shifting mindsets: Strengths
- Learning Walks, Peer Visits
- Increase Collaboration
  - Across departments
  - Experience levels
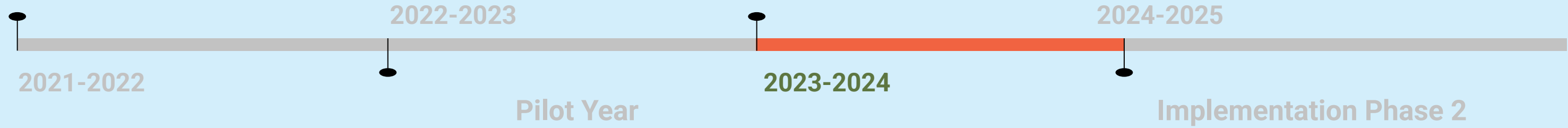
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What They're Saying...

"I really enjoyed the sense of community the program created!"

"It was great to be able to bounce ideas off of people you traditionally do not get to meet with and speak about best practices."

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What They're Saying...

"I loved…learning from each other, finding useful information …and taking risks in the classroom."

"The conversations stimulate energy and curiosity."
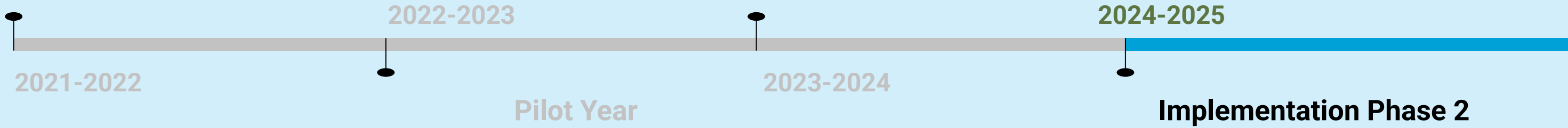
"I love seeing my colleagues shine."

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More Learning Opportunities!

Old System: (Observation and Evaluation)

- 2 opportunities to RECEIVE feedback each year
  - Department Chairperson and Admin only
- No opportunities to GIVE feedback each year

New System: (Growth and Development)

- 10+ opportunities to RECEIVE feedback each year
  - Department Chair, Admin and peers
- 10+ opportunities to GIVE feedback each year

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Schoolwide Review Process

Implementation Phase 1

2022-2023

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Pilot Year

Implementation Phase 2

Making Learning Visible

- 5 peer cohorts (22 teachers)
- PLCs, goals, peer led workshops
- Abundance of feedback!
- Partnered with Folio Collaborative
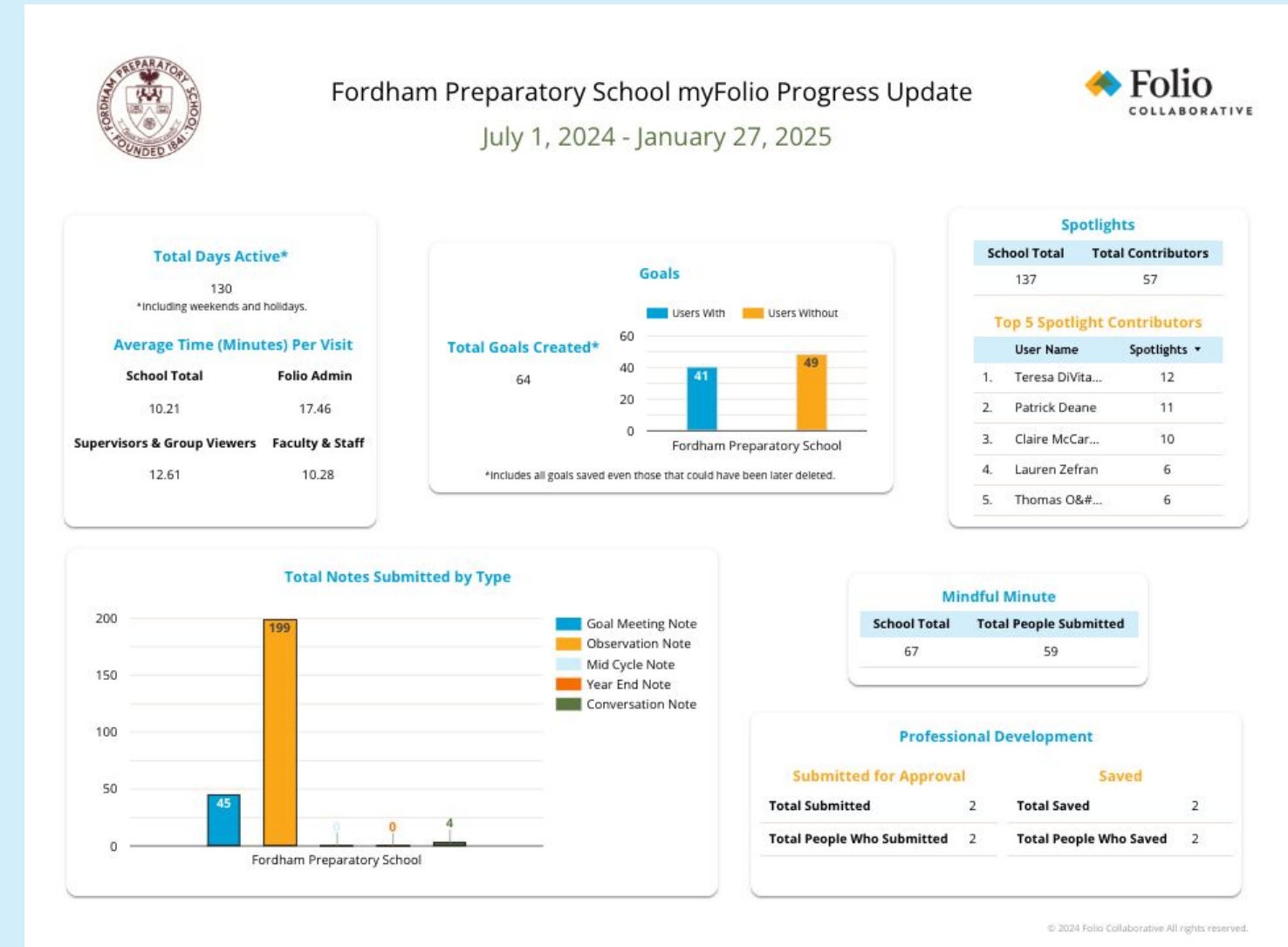
- Peer Cohorts
  - Learning Walks
  - Peer Visits
  - Peer Feedback
- PLCs
- Peer Led Workshops

- Schoolwide Themes
  - Individual Goal Setting
  - PD related to themes

Ongoing, Embedded PD

Leverage Teacher Expertise

Align PD with Schoolwide Priorities

What's one word that describes the professional learning culture you aspire to create in your school?

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Building a Culture of Learning

PRINCIPLES OF HIGHLY EFFECTIVE LEARNING COMMUNITIES

1 EXPOSURE TO NEW IDEAS

Regularly share ideas and resources by:
- Participating in book clubs or sharing notes from conferences.
- Curating resources in shared physical or virtual spaces (e.g., Google Drive, Diigo, or Pocket).
- Encouraging teachers to try out new strategies without fear of failure

Folio Features: Ask teachers to share a favorite article on the Community Feed or curate resources for everyone using School Resources

2 MAKE LEARNING VISIBLE

Emphasize learning as a social activity by:
- Sharing thinking processes and ideas to help others react, build, or ask questions.
- Fostering psychological safety to encourage open sharing.

Folio Features: Ask teachers to "Shine a Spotlight" on a colleague at the beginning of a meeting or generate a word cloud using the Five Words feature on Folio profiles

3 BALANCED FEEDBACK

Encourage a culture of constructive feedback by:
- Conducting classroom visits with structured methods for debriefing and reflection.
- Creating opportunities for teachers to engage in informal learning walks and closing the loop with actionable takeaways.

Folio Features: Use Workspaces, Waypoints and Notes Templates for colleagues to provide each other with feedback. Then, use the Activity Feed to share teaching strategies

4 SERENDIPITOUS COLLABORATION

Recognize the value of unstructured interactions by:
- Encouraging informal conversations that spark creativity (e.g., over coffee or during hallway chats).
- Balancing structured and casual opportunities for connection.

Folio Features: Open a meeting by asking colleagues to participate in a Mindful Minute and then have them share with a neighbor. Use the Insights report to check in on individuals who might need it.

5 INDIVIDUAL GOAL SETTING

Build accountability and motivation by:
- Setting and sharing professional goals within the community.
- Celebrating progress and milestones together.

Folio Features: Utilize the Goal Wizard to help teachers work through the goal setting process

Breakout Room Conversations

- What structures in your school support a culture of learning?
- What's missing?
- How would you envision myFolio helping you build this culture?

PRINCIPLE 1

EXPOSURE TO NEW IDEAS

PRINCIPLE 2

MAKE LEARNING VISIBLE

PRINCIPLE 3

BALANCED FEEDBACK

PRINCIPLE 4

SERENDIPITOUS COLLABORATION

PRINCIPLE 5

INDIVIDUAL GOAL SETTING

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Challenge #1

How do I find enough time to get into everyone's classroom?

Challenge #2

How can I be an expert in everything?

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Challenge #3

Do we all share the same definition of what good feedback/instruction looks like?

And if we don't, how do we begin to create a shared definition?

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What is one change you can make tomorrow to foster a growth-focused PD culture?

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Final Takeaways

- The power of aligning:
    - faculty PD with the goals of the school
    - individual PD through feedback based on the teacher's individual goals
- Leveraging faculty expertise to build community and trust
- Embedding PD into everyday school life for sustainable growth
- Capitalizing on myFolio to personalize and scale your PD vision

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myFolio Spark Sessions

- **Tracking and Sharing: Leveraging myFolio for PD Accountability**
  - Antilles School
  - Karen Coffelt, Director of Teaching & Learning
- **Leveraging myFolio for Effective Surveys**
  - McDonogh
  - Kevin Costa, Director of LifeReady, Director of Spiritual & Ceremonial Services

https://bit.ly/FolioSpark

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