



FOLIO'S PRINCIPLES

OF PROFESSIONAL LEARNING EXCELLENCE

1 **Start with your school's vision** to develop clear expectations and shared language around teaching excellence to drive your professional growth plan.

2 **Leverage professional learning to implement your institutional goals**—don't make it one more thing to do. Connect the work that teachers do every day in the classroom to the work of advancing the school.

3 **Design with teachers as partners and presenters**, so that professional learning meets their needs—the work that schools do FOR teachers must be done WITH teachers.

4 **Build the skills people need to do this work well** (don't assume they already have them)—reflection, feedback, conversation, and coaching are essential and will only improve with practice, support, and trust.

5 **Challenge your current distribution of resources** around professional learning (priorities, availability, skill-development, roles and responsibilities) in order to get creative and be realistic about capacity.

6 **Protect time on the school calendar for professional learning.** Time is limited and strategic work like professional development is important but not urgent, so schedule it or that time will go elsewhere.

7 **Prioritize professional growth at all levels**, starting with the leadership team. When leaders model curiosity and a willingness to make mistakes, learn, and grow it creates a safer environment for others to do the same.