

Sample Scope and Sequence of Professional Learning Engagement

Curriculum or Content Area	English Language Arts
Type of Professional Learning	Ongoing Implementation Support for Teachers
Total Cost Range¹	<input type="checkbox"/> Less than \$50,000 <input type="checkbox"/> \$500,001 - \$1,000,000 <input type="checkbox"/> \$50,000 - \$100,000 <input type="checkbox"/> \$1,000,000+ <input checked="" type="checkbox"/> \$100,001 - \$500,000
District Context	<p>Under 10,000 students in a rural school district with 50 ELA teachers K-5, 12 school/district leaders</p> <p>Overall Goal: Build educator capacity, enhance instructional practices, and promote student achievement through comprehensive, job-embedded, curriculum-based professional learning.</p>

¹ Includes any travel related expenses, etc.

Timing	Participants	Name of PL	Description
2 days (prior to school starting)	ELA teachers, Instructional Coaches, Administration	Deep Dive into HQIM (In-person)	Deep dive into HQIM components, lesson internalization, and instructional strategies. Includes modeling and rehearsal with peer feedback.
Monthly	K - 5 ELA teachers, Instructional Coaches, Administration	PLC Support & Facilitation (In-person/Virtual) <ul style="list-style-type: none"> • Data Analysis • Student Work Analysis Protocol • Lesson Planning/Rehearsal Protocol 	Facilitate structured PLCs with a focus on student work analysis and instructional problem-solving protocols.
Bi-monthly	Teachers, Instructional Coaches	Job-embedded Coaching & Feedback	1:1 and small group coaching with planning support, classroom observations, and actionable feedback using HQIM-aligned tools.
Bi-monthly	School Leaders & Instructional Coaches	Instructional Leadership Team Development	Instructional leaders engage in classroom observation in small teams to calibrate expectations and evaluate HQIM implementation. As an Instructional Leadership Team, leaders review collected observation data, student performance data, and teacher feedback to determine the next steps for professional development.

Mid-Year & End-of-Year Reviews	Teachers Leaders, Instructional Coaches, Administrators	Reflective Practice & Goal Setting	Analyze implementation progress, review student outcomes, and set priorities for improvement.
Quarterly	Teachers, Instructional Coaches, Administrators	Collaborative Planning Sessions Unit Internalization & Lesson Study	Guide teachers through unit and lesson planning aligned to HQIM, focusing on standards, pacing, and assessments.