

2023-2024

CORPS MEMBER

Professional Learning Literacy

North Carolina Education Corps (NCEC) prioritizes the professional learning of corps members to help them thrive as high-impact tutors. Together with our public school unit (PSU) partners – including school districts and charter schools – we equip corps members with the skills and resources they need to extend the reach of teachers and accelerate student learning.

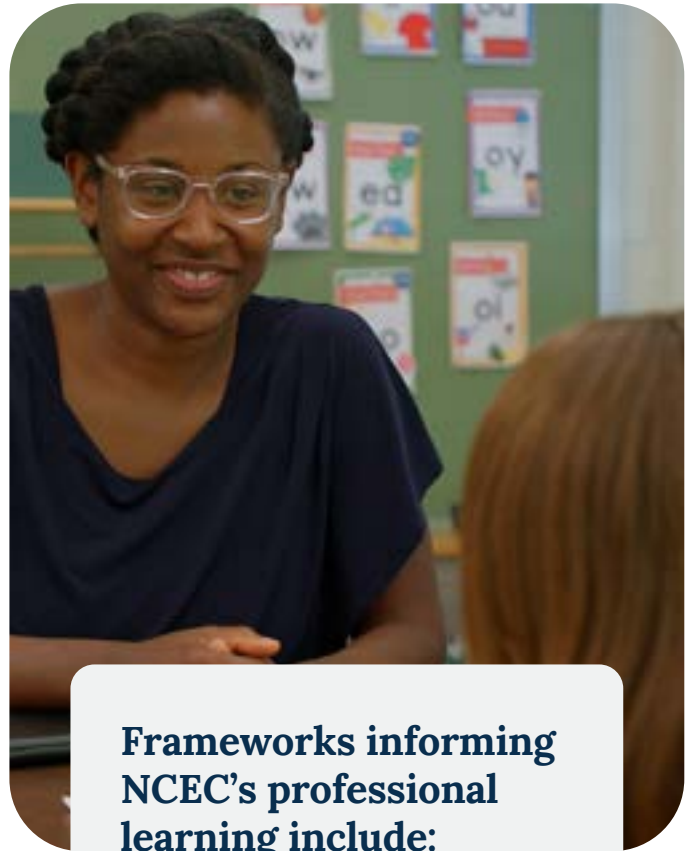
Comprehensive Learning and Support

After being hired by our PSU partners, new corps members participate in 20 hours of initial training led by NCEC and supported by local schools. This paid, online, asynchronous training aligns with North Carolina Department of Public Instruction (NCDPI) priorities and covers a variety of specific skills along with tutoring and relationship-building strategies.

Throughout the school year, corps members also have access to **ongoing professional learning** opportunities including monthly workshops designed by NCEC to address timely and relevant topics aligned with corps members' needs and feedback.

Tutor Preparation

We prepare corps members to facilitate tutoring sessions that leverage relationships to foster academic gains. All corps members complete 20 hours of initial training focused on tutor technique and content-specific competencies. The initial training prepares corps members to support student learning and extend the reach of teachers using an NCDPI-approved curriculum and intervention.



**Frameworks informing
NCEC's professional
learning include:**



Relationships First



Neurosequential
Model in Education



Science of Reading

Professional Learning Goals

Participation in NCEC's year-long professional learning will lead corps members to:

- Employ strategies that promote learning.
- Understand how brain development informs student behavior and performance.
- Understand the foundations of the science of reading.
- Understand key skills across all literacy pillars.
- Understand what it means to be responsive to, and restorative with, their learners.

Teaching the Tutors

Corps member learning is supported and reinforced through various instructional strategies, including the use of text and context to construct meaning, the use of video and reflection to see and analyze practice, as well as collaboration among peers to expand thinking.

Each professional learning module includes the following components:

- A **module overview**, which is posted at the beginning of the module in Canvas and read by corps members to prime them for learning;
- An **objective** detailing what corps members should know/be able to do after engaging with the module;
- A description of the **practical importance** of the module that explains how the learning will impact and inform corps members' work with students, along with any larger implications of the learning;
- **Learning activities**, including any required materials and descriptions of module activities; and
- A module **slide deck**.



Corps Member Learning Scope and Sequence

Module 1: Introduction to Professional Learning (30 minutes)

Overview: This module will prepare you to engage with all other course materials and will provide you with basic information about NCEC, high-impact tutoring, your role as a corps member, and the expectations for each. By the end of this module, you will understand how to navigate Canvas and how to engage with your professional learning community.

Guiding Questions:

- How does NCEC support my professional development as a tutor?
- What are the components of a high-impact tutoring program?
- How will I engage with this professional learning?

Module 2: Unpacking My Why (30 minutes)

Overview: Understanding your “why,” or your reasons for serving as a corps member, will help ground and sustain you as you complete this professional learning and as you work with students. We know students need and deserve individualized support, and this module will help you define why you are the right person to offer that help.

Guiding Questions:

- How can I help students and schools in my role as a tutor?
- Why do I want to be a tutor?
- How does tutoring align with my personal and professional goals, beliefs, and mission?

Module 3: Asset-Based Framing (30 minutes)

Overview: This module frames your tutoring work around assets: the knowledge, skills, and strengths you bring from your experiences. Your assets will support your professional learning and your work with students. Even if you've never worked with students or in a school setting before, you have knowledge, skills, and strengths that will support your professional learning and your work with students. Similarly, your students have assets that should be noticed, celebrated, and leveraged for their success. In this module, we invite you to develop an asset-based lens through which you view yourself and your students.

Guiding Questions:

- What is asset-framing?
- What do I bring to this work? What are my assets?
- How can I use asset-based language when discussing my students?

Module 4: Approaching the Work: Growth Mindset (1 hour)

Overview: In addition to using asset-framing, we hope you will also rely on a growth mindset as you approach this professional learning and your work with students. This module provides an explanation of the distinction between fixed and growth mindsets, inviting you to cultivate a growth mindset as you engage in learning and tutoring. By the end of this module, you will be prepared to help your students develop a growth mindset by being intentional about the language you use when encouraging and praising your students. You will help students understand the relationship between effort and ability and the power of the word “yet.”

Guiding Questions:

- What does it mean to have a growth mindset?
- What are the effects of having a growth mindset?
- How can I encourage my students to have a growth mindset?

Module 5: Success at Your Placement Site (30 minutes)

Overview: Strong professional relationships, effective collaboration, and consistency are essential to success at your school site. In this module, you will explore several key components of successful tutoring, gaining an understanding of how to use a collaborative framework to interact professionally in the service of students.

Guiding Questions:

- *What can I do to build strong relationships and ensure that I have a successful tutoring experience?*
- *How can I demonstrate my commitment to this work?*
- *How can I collaborate effectively?*

Module 6: The Science of Learning (1.5 hours)

Overview: This module provides an overview of cognitive science relating to how students learn, unpacking six tenants of learning that will help you optimize tutoring sessions and maximize student learning:

1. Students understand new ideas by connecting them to prior knowledge and understandings.
2. Students learn and retain information by thinking deeply about the significance of the information and by engaging in thoughtfully designed practice.
3. Students solve problems by committing some things to memory and by receiving effective feedback.
4. Students transfer and apply learning to new situations by analyzing a problem's context and structure and by recognizing underlying concepts.
5. Beliefs about intelligence, intrinsic motivation, self-reflection, and a sense of belonging all impact a student's motivation to learn.
6. Common misconceptions about cognitive science held by educators can impact student learning.

By the end of this module, you will understand more about the six tenants of learning and the importance of engaging students in learning activities that are explicit, multisensory, and systematic.

Guiding Questions:

- *How do students learn?*
- *How can I use the Science of Learning to create meaningful learning experiences?*
- *What is explicit, multisensory, and systematic instruction?*

Module 7: Building and Maintaining Relationships (1 hour)

Overview: This module foregrounds strong tutor-student relationships as the foundation of successful tutoring sessions. Students who feel a genuine connection with their tutor are more likely to fully engage in learning. Relationship-building can happen throughout your session and in dedicated moments of connection at the beginning and end of every session.

Guiding Questions:

- *Why is it important to intentionally develop strong relationships with students?*
- *What are the components of strong tutor-student relationships?*
- *What are effective ways to build and maintain relationships with students?*

Module 8: Facilitating High-Quality Tutoring Sessions (1.5 hours)

Overview: Effective tutoring session facilitation starts with relationship building. When students feel a sense of belonging and trust, they're more likely to be academically engaged, demonstrate positive or expected behaviors, and respond to redirection. In this module, we will explore additional considerations and strategies that lead to productive sessions and student engagement. We will discuss how procedures and routines add predictability and structure to tutoring sessions, and how clearly defined expectations prepare students for success. You will learn how behavior-specific praise reinforces expected behaviors and contributes to a positive, respectful learning environment.

Guiding Questions:

- *What are effective ways to reinforce expected behaviors, redirect unexpected behaviors, and maintain student engagement?*
- *What is behavior-specific praise?*

Module 9: The Science of Reading (1.5 hours)

Overview: The science of reading is a body of research derived from thousands of studies about literacy and issues related to reading and writing. This research tells us how people learn to read, defining what to teach, and when and how to teach it. In this module, you will gain an understanding of how students learn to read and of the evidence-based strategies that support this learning. You will become familiar with the foundational “simple view of reading” and Scarborough’s Reading Rope. In subsequent modules, you will take a deeper dive into each of the five pillars, or key components, of reading instruction. These five pillars are phonemic awareness, phonics, fluency, vocabulary, and comprehension.

Guiding Questions:

- How do students learn to read?
- What is explicit, systematic, and multisensory instruction?

Module 10: Phonological Awareness (1.5 hours)

Overview: Did you know you can help students learn how to read without showing them a single letter? Phonological awareness, a skillset that includes identifying and manipulating parts of spoken language like syllables and sounds, is a vital component of word recognition. In this module and the following one, you will explore the skills and strategies associated with phonological awareness. You will learn how to teach the following phonological awareness skills: word awareness, syllable awareness, onset-rime, rhyme, alliteration, and phonemic awareness.

Guiding Questions:

- What is phonological awareness?
- Why is phonological awareness important?
- How can I integrate phonological awareness support into my tutoring sessions?

Module 11: Phonemic Awareness (2 hours)

Overview: Words can be broken down into individual sounds, or phonemes. The word “cat” is comprised of three phonemes. The word “chick” is also comprised of three phonemes. Can you hear them? Since learning to read in English requires matching the sounds, or phonemes, in spoken words to printed letters and combinations of letters, students must become consciously aware of phonemes. In this module, you will explore the skills and strategies associated with phonemic awareness, including phoneme isolation, segmentation, blending, and manipulation.

Guiding Questions:

- What is phonemic awareness?
- Why is phonemic awareness important?
- How can I integrate phonemic awareness support into my tutoring sessions?

Module 12: Phonics (2 hours)

Overview: Phonics, one of the five key components of reading, connects letters (graphemes) to sounds (phonemes) to make meaningful words. It's how we write/spell the words we say. Effective phonics instruction explicitly and systematically teaches these letter-sound relationships, also called the alphabetic principle. In this module, you will explore the alphabetic principle and the skills and strategies associated with teaching phonics.

Guiding Questions:

- What is phonics?
- Why is phonics important?
- How can I integrate phonics support into my tutoring sessions?

Module 13: Fluency (1 hour)

Overview: Fluency, one of the five components of reading, is the ability to read with accuracy, appropriate speed, and expression. Fluency develops gradually over time, with guided practice and specific feedback. In this module, you will learn how fluency supports skilled reading, and you'll explore how to help students become fluent readers.

Guiding Questions:

- *What is fluency?*
- *Why is fluency important?*
- *How can I include comprehension support in my lessons?*

Module 14: Oral Language and Vocabulary (1 hour)

Overview: To comprehend texts, students must understand the meaning of the words they read. A reader makes sense of the words they read by connecting them to words in their oral vocabulary. Many word meanings are learned indirectly, through daily experiences with oral (spoken) and written language. Some words are learned through explicit, intentional vocabulary instruction. In this module, you will learn about the importance of explicitly teaching vocabulary and building students' oral and written language skills during tutoring.

Guiding Questions:

- *Why teach vocabulary?*
- *How can I provide opportunities for students to develop their vocabulary?*

Module 15: Comprehension (1 hour)

Overview: Reading comprehension, which is the product of word recognition and language comprehension, is the ultimate goal of reading. Skilled readers are active readers, and they understand that reading is thinking. They employ strategies for constructing and revising meaning as they read, such as making predictions, inferring, and asking questions about the text. In this module, you will explore strategies to support students' reading comprehension skills during tutoring.

Guiding Questions:

- *What is comprehension?*
- *Why is comprehension important?*
- *How can I include comprehension support in my lessons?*

Module 16: Supporting the Whole Child in Tutoring (2 hours)

Overview: A student's academic achievement is improved through high-quality instruction and the consistent support of caring adults. In this module, you will learn how to take a relationship-first approach to tutoring and identify and respond to opportunities to support students' growth and development in every session.

Guiding Questions:

- *What are the pillars of a relationship-first approach?*
- *How can I be a responsive tutor that makes each learner feel safe?*

Module 17: Using the NCEC Tutoring Log (30 minutes)

Overview: The NCEC Tutoring Log is a tool to track and communicate information about tutoring sessions. In this module, you will learn about the components of the Tutoring Log and how to log sessions.

Guiding Questions:

- *What is the NCEC Tutoring Log?*
- *How do I log a tutoring session?*