Education Capacity Building
&
Professional Development
Offering

2023

1. Background and Introduction – Frame Change Holdings, LLC

Frame Change was founded in 2019 in Atlanta, Georgia as a response for the need to deliver new innovative educational solutions that address the dynamically changing requirements of the education industry. Frame Change is an educational media and consulting firm strategically focused on identifying solutions to support underserved learners, their educators, and their communities. Frame Change defines underserved populations to include low-income, rural, communities of color, adult learners, transient and migrant communities, and English language learners.

While adopting an "Action-Research" based approach, Frame Change Professional Development and Capacity Building Programs target a range of target communities within the education sector. The objective is to ensure sustainable long-term transferable best practice to improve educational performance on all levels including those related to governance, education policy, education management, improving school performance, addressing learning loss and gaps in addition to applying best educational practices and approaches in the classroom.

Frame Change programs cater to a diverse group of education professionals working in the education sector delivered in the form of a number of programs including but not limited to:

- Education Leadership, Policy and Governance
- Train the Trainer
- Teacher Training
- Practitioner Training
- Mentorship

2. Professional Development Topics and Areas of Focus

Frame Change Professional Development and Teacher Training Programs deliver a variety of training sessions and modules in areas included but not limited to the below:

Educational Leadership, Policy and Governance
- Establishing Strategic School Performance Improvement Plans
- School Design (or Redesign) for Effective Capacity Development
- Sustainable Capacity Development
- Education Administration and Leadership
- Turnaround and Wraparound Strategies to create Effective Learning Contexts
- New School Leaders Mentorship and Coaching Schemes
- Career and Technical Education: Future Pathways
- Establishing and Maintaining Sustainable Virtual Learning Environments
- Policy and Governance of Virtual Learning Environments
- Implementing academic and non-academic learning contexts to support learning loss
- Managing Education Capacity and Performance
- Performance Evaluation and Improvement Plans for teacher retention and growth
- Equity, Diversity and Inclusion
- Traditional vs Virtual Learning Environments: Management and Effective Implementation
- Benchmark Assessments and School Performance
- Instructional evaluation, planning & decision making
- Effective communication strategies to shape and control your narratives

Teacher Training
- *Teaching Methodology and Best Practice*
  - Group Work and Pair Work
  - Learner Engagement & Motivation
  - Transitional Skills and Project-Based Learning
  - Lesson Planning, Differentiation and Inclusion
  - Strategies and processes to differentiate and personalize student learning
  - Traditional vs Virtual Instruction
  - Providing culturally relevant curriculum to at-risk and non-English speaking learners
- *Standards-based Learning and Key Performance Indicators (TEKS)*
  - Accelerated Learning Strategies for Bridging the Gap and Accommodating Learning Loss
  - STAAR Benchmark Assessments and Test Preparation
- *Teaching Early Years and Young Learners*
- *Learner Motivation and Engagement*
- *Classroom Management*
- *Technology and Best Practice in the Classroom*
- *Social Emotional Learning & Mindfulness*
  - Conflict Management & Problem Solving
  - Time Management
  - Stress Management
  - Emotional Resilience
  - Focus and Attention

- o Impulse Control
- o Conflict Resolution
- o *Assessment and Evaluation*
  - o Continuous Assessment and Loop Feedback
  - o Rubric Design
  - o Portfolio Management and Assessment
  - o Monitoring Student Progress
  - o Test Preparation
  - o Depth of Knowledge
- o *Bilingual Instruction & English Language Learners*
  - o Communication: Reading and Writing Skills
  - o Communication: Listening & Speaking
  - o Remedial Learning
  - o Vocabulary and Language, Bilingual Instruction Teaching Special Needs and Interest Groups
  - o Remedial, Accelerated, Gifted and Talented Learning Pathways
  - o Dyslexia, Aphasia, Autism
  - o Integration & Inclusion
- o *Curriculum Development and Instructional Design*
  - o Universal Design for Learning
  - o 21st Century Skills
  - o Social Emotional Learning and Integration
- o *STEAM*
  - o Integration and Implementation
  - o Design Thinking
  - o Collaboration and Team Work
  - o Project-Based Learning
  - o Career Pathways Civics
  - o Global Citizenship
- o **Parent Engagement**
  - o Effective communication strategies to shape narratives with families
  - o Strategies to include families to support student learning and growth
  - o Strategies to support migrant or Non-English speaking families

3. Professional Development Implementation Delivery Format

Frame Change accommodates the needs of school districts and schools in ensuring professional development and training opportunities are delivered in an accessible format that allows all practitioners to access and utilize while appreciating their availability, time and dedication. In light of this Frame Change implements its training schemes and modules in a range of formats which include delivering sessions:

- in person, on-site
- in person, off site
- virtual synchronous
- virtual asynchronous
- Professional Learning Communities

The majority of the teacher training sessions are delivered at a 20:1 participant to trainer ratio unless indicated otherwise. Education Leadership and Train the Trainer capacity building programs may be at a lower ratio.

4. Professional Development Target Communities

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5. Program Assessment and Evaluation

Frame Change applies an 'action-research' based approach in evaluating program effectiveness and impact during implementation. It perceives the first year of implementation as a pilot and works regularly with academics, instructors and district representatives to collate feedback regarding implementation and implement any necessary implementations and modifications to help improve the program during the following phases of implementation.

Frame Change works on evaluating newly developed programs emphasizing:

- Teacher impact on student performance reflected in continuous, formative and summative assessments
- Application, engagement and involvement of transferable skills
- Teacher preparedness, engagement and user-friendliness. addressing SEL, diversity, ELL and special need learner requirements and interest
- Program structure and appeal

Utilizing loop feedback, Frame Change consistently monitors program implementation to ensure programs are effective and impactful while addressing the required learning outcomes.

6. Frame Change Capacity Building Program Core Components

Frame Change training programs include delivering:

- **an educational framework** providing the basis of the philosophy and approach behind each standards aligned training program. It also explains the structure and components of each program including a description of teacher resources.
- **a scope** outlining the sessions addressed within each thematic area. The scope also provides a mapping of targeted learning outcomes addressed within each sessions demonstrating the progress and development of addressed concepts and transferable skills.
- **Professional Development/Capacity Building Action Plan** to ensure that participants engaged in the training are well equipped with the necessary skills and resources to transfer skills effectively.
- **Participants materials** including but not limited to folder, notepad, handouts, printed and electronic resources.

7. Conclusion

Frame Change representatives would also be happy to meet with district members or school administration to further discuss available training programs, provide necessary documentation and samples reflecting the same and address any queries or feedback on the proposed. Frame Change provides session descriptions, outlines and training profiles for all workshops selected for training once themes and topic areas have been identified.

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