edWeb

BEST PRACTICES 2022

Virtual Professional Learning

Anytime,
Anywhere
Peer-to-Peer
Learning &
Engagement

edWeb.net

edWeb helps educators put best practices for professional learning into real practice.

edWeb Best Practices for Virtual Professional Learning 2022

edWeb.net is a free professional learning network that makes it possible for a wider community of educators to participate in high quality professional learning that is more inclusive, accessible, personalized, engaging, sustainable, and effective in improving teaching and learning for all students.

edWeb has hosted online professional learning communities and edWebinars for over 10 years. When the pandemic hit, it dramatically accelerated the need for timely and relevant virtual professional learning. Online connectivity and virtual professional learning provided critical support for educators during the pandemic.

Looking beyond the pandemic, teachers, administrators, and educators at all levels have discovered that virtual professional learning, when done well, provides more flexibility, greater access to knowledge and experts, and more choice to meet personal needs. Peer-to-peer learning on a wider and more accessible scale, can help us move forward faster to provide a better
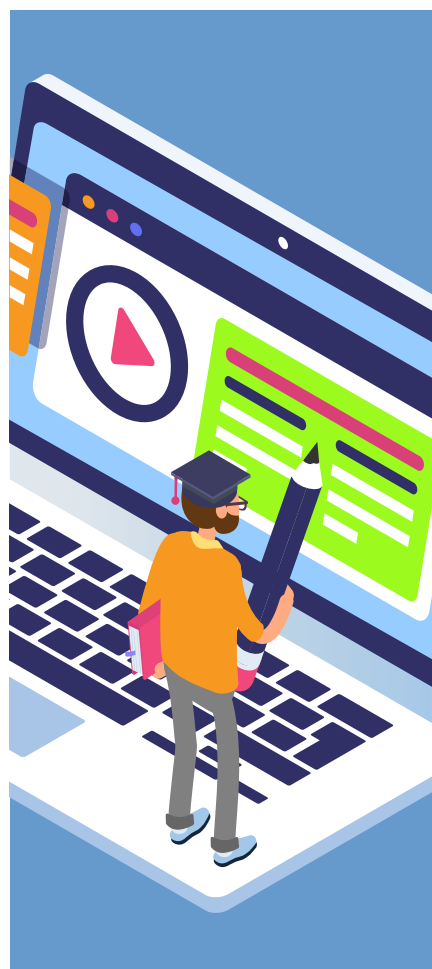
education for all. We need high quality, accessible professional learning now more than ever.

edWeb's 2022 Guide for Best Practices in Virtual Professional Learning is informed by a wealth of experience and information: 10 years of experience working in this field; evolution of our practices based on continuous feedback from educators at all levels; our annual survey on teacher professional learning with 5 years of data, the previous research by many organizations working in this area; review by our advisory board of education and industry leaders.

Our 9 best practices fall within 3Cs of communication, content, and customization. We show how these practices are aligned to activities you can do with edWeb, but this is a framework that any educator or leader can use as guide for effective virtual professional learning.

We hope you find this guide helpful, and that you'll join the edWeb community – 1 million strong!

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Let us give you a demonstration of how edWeb can work as a free professional learning hub for your school or district.

Contact us at pd@edweb.net.

edWeb.net - A Global Professional Learning Network

edWeb.net is a free global learning network that provides online communities and edWebinars so educators can share their best ideas and practices to improve teaching, learning, and education for all. The edWeb community has grown to more than 1 million educators at all levels and in all roles in education.

Our edWebinars provide a PD buffet for preK - 12 educators so they have more opportunity to select programs that meet their individual needs. Teachers discover new-found enjoyment earning their PD hours with edWebinars on an exceptionally wide range of topics.

Our live and recorded edWebinars give educators access to timely professional learning from over 3,000 exceptional presenters. We host 400 engaging live edWebinars a year with live chats that provide a forum for educators to participate in real time with peers around the country, and the world.

edWeb can provide a wonderful professional learning hub for schools and districts who want to provide a more collaborative experience for their administrators, teachers, and all staff. It has been said, "the smartest person in the room is the room." edWeb lets schools and districts create a big virtual professional learning room, that is connected to a wider, global community with access to exceptional professional learning resources.

Virtual professional learning helps educators connect, collaborate, and share ideas and resources - anytime, anywhere. Explore this guide to learning more, sign up for an upcoming edWebinar, and join the community!

Check out the edWebinar calendar
home.edweb.net/webinars

Join edWeb.net
www.edweb.net/join

The Scale and Impact of edWeb Professional Learning

100
professional learning topics
for choice from on the widest range of subjects

400
live edWebinars
per year for real-time engagement and timeliest topics

2,500
edWebinars recorded
on video with closed-captioning for anytime viewing and access

3,000
expert, educator presenters
for access to the widest range of knowledge and innovative practices

1M
educators
at all levels and roles are members of the edWeb global community

4M
CE certificates
have been earned by educators for their PD hours

Introducing edWeb Best Practices for Virtual Professional Learning

Virtual professional learning is a topic that is of increasing interest to educators worldwide.

While there is widespread agreement on the practices that lead to high impact, face-to-face professional learning, little has been written about practices for high quality virtual professional learning. The lack of resources for effective virtual professional learning leaves educators scrambling to discover effective practices themselves and results in a lack of cohesiveness at a time when educators need as much support as possible.

Best practices are a set of guidelines widely believed to result in the most effective way to achieve a desired result. For educators, that desired result is growing professionally in a way that positively impacts students and the learning environment. For far too long, professional learning was restricted to a local, mostly school-based, learning community and limited to a few days during the school year. A virtual learning environment allows educators to break free from this restrictive environment in order to maximize their growth, reach their goals, and do it in a way that respects their time and professionalism. In order to make this shift effectively and engage in sustainable, practical virtual learning, best practices for virtual professional learning should be followed.

Through extensive research and experience with highly effective virtual professional learning, edWeb has developed a set of practices that will allow educators to maximize their learning in order to achieve their professional goals virtually. edWeb's Best Practices for Virtual Professional
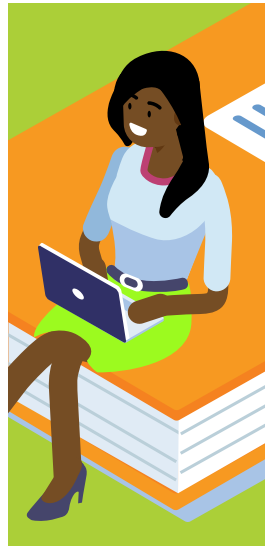
> Through extensive research and experience with highly effective virtual professional learning, edWeb has developed a set of practices that will allow educators to maximize their learning

Learning respects educators as professionals who are dedicated to improving their craft on their own, in collaboration with their peers, in order to move forward faster with innovation that improves education for themselves and their students.

Putting the Best Practices into Real Practice

edWeb helps educators put best practices into real practice. We've divided the practices into our 3Cs of Professional Learning: Communication, Content, and Customization. We've outlined 9 practices within this framework that provide important features and benefits of a successful virtual professional learning program and experience. We've aligned these practices with activities that educators can engage in or implement with edWeb. In the following sections of the guide we provide a step-by-step approach and case study examples.

edWeb Best Practices for Virtual Professional Learning

9 Qualities that Characterize an Exceptional Program

COMMUNICATION

SUSTAINED ENGAGEMENT
Motivates continuous participation in high quality professional learning.

PEER EXPERTISE
Opens up access to experts and peers with new knowledge and practices.

COMMUNITY COLLABORATION
Widens your network beyond your school to a community of peers around the country and the world.

PERSONAL CHOICE
Gives choice for educators to own their personal learning path.

INDIVIDUALIZED ASSESSMENT
Provides opportunities for reflection, application, and sharing of new learning.

TIMELY TOPICS
Meets the need for relevant content in the widest range of topics.

CONTENT

CUSTOM FEATURES
Offers flexibility to customize the virtual environment to meet specific objectives and needs.

UNIVERSAL ACCESS
Makes learning available anytime, anywhere, in multiple formats, and for diverse abilities.

APPLIED LEARNING
Encourages the adoption of new practices that impact student learning.

CUSTOMIZATION

edWeb

BEST PRACTICES
Virtual Professional Learning

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Communication Best Practices

edWeb activities foster sustained communication. Communication is perhaps the most important element of any professional learning experience. Communication supplies the educator with new knowledge, prompts thought-provoking questions about learning, and is necessary for actionable dialogue between educators.

COMMUNICATION		
BEST PRACTICE	**BENEFIT**	**EDWEB PRACTICE**
Community Collaboration	Widens your network beyond your local community of peers around the country and the world.	• Network with a global community of educators. • Participate in edWebinars with real-time chats with educators around the world. • Join professional learning communities to connect with educators on specific topics.
Sustained Engagement	Motivates continuous participation in high quality professional learning.	• Sign up for engaging, live edWebinars - over 400 a year. edWeb sends announcements each week. • Search archived recordings for your PD hours on specific topics. • Earn CE certificates on a continuous basis throughout the year, accepted for teacher re-licensure in 44 states.
Peer Expertise	Opens up access to experts and peers with new knowledge and practices.	• Attend live edWebinars or view recordings for access to a network of 3,000 experts and thought leaders. • Attend live edWebinars for the most timely information to meet immediate needs and the fast pace of change in education.

Content Best Practices

edWeb hosts edWebinars presented by leading educators, on the widest range of timely topics. Content is the driving force behind effective professional learning. Educators who are able to choose their own content are more likely to remain engaged in the professional learning process and employ innovative practices for teaching and learning.

CONTENT		
BEST PRACTICE	**BENEFIT**	**EDWEB PRACTICE**
Personal Choice	Gives choice for educators to own their personal learning path.	• Browse our upcoming programs and edWebinar archives of 2,500 programs for the widest selection of topics. • Choose from multiple content formats: live edWebinars, video recordings, podcasts, and blog articles. • Join professional learning communities that align with your personal needs and interests for additional resources and support from peers.
Timely Topics	Meets the need for relevant content in the widest range of topics.	• Attend live edWebinars for content that is up-to-date in the moment, providing support for immediate needs. • Live presentations every week, over 400 a year, cover nearly every topic in education with the most timely presentations by leading experts.
Applied Learning	Encourages the adoption of new practices that impact student learning.	• Attend and view edWebinars for practical ideas and strategies that can be used immediately to improve teaching and learning. • Complete your edWeb personal learning plan for each edWebinar to reflect on how you can apply the information you've learned. • Join professional learning communities for additional resources and to get help with specific teaching and learning needs from a wide community of peers.

Customization Best Practices

edWeb allows educators to customize their experience and create their own virtual PLCs. An effective virtual professional learning platform will provide options to customize features and tools, and provide accessibility for all educators.

CUSTOMIZATION		
BEST PRACTICE	**BENEFIT**	**EDWEB PRACTICE**
Individualized Assessment	Provides opportunities for reflection, application, and sharing of new learning.	• After each edWebinar, complete the accompanying Personal Learning Plan to keep a record of your goals, to reflect on your learning, and to document how you'll apply the learning to your practice and to improve student learning. • Complete the CE quiz as evidence of your learning for your supervisor. • Review your edWeb transcript to track your learning and completion of professional learning activities.
Custom Features	Offers flexibility to customize the virtual environment to meet specific objectives and needs.	• Set up and customize your personal page on edWeb. • Provides an accessibility menu, live-captioning for live edWebinars, and closed-captioning on our recordings. • As an administrator, you can set up your own community on edWeb with custom graphics, tools, and settings so you can add your own content and take advantage of the resources that edWeb provides. • You can always contact the edWeb Help Team for personal help and support. We make custom programming changes that benefit the entire community.
Universal Access	Makes learning available anytime, anywhere, in multiple formats, and for diverse abilities.	• Join edWeb anywhere in the world. Our community is over 1 million educators in 185 countries. • Access edWeb from any device, anytime and anywhere. • Choose from multiple formats: live edWebinars, video recordings, podcasts, and blog articles. • Provides an accessibility menu, live-captioning for live edWebinars, and closed-captioning on our recordings. • The best thing about edWeb: it's free!

Getting Started as an Individual Educator

edWeb's free edWebinars with leading experts and educators provide the easiest way to expand your professional learning with the widest choice of topics to meet your interests and needs.

You can register on the calendar for upcoming live edWebinars or browse and search the recordings of 2,500 previous presentations. You'll earn a CE certificate for viewing programs either way, and when you join edWeb.net, your certificates are personalized and posted on your edWebinar Transcript page. edWeb certificates are accepted by 44 states.

edWeb makes it easy, collaborative, and engaging to increase your knowledge and skills with peers and experts outside your local community. edWeb members tell us that their learning improves the learning of their students, and that they share their learning with their colleagues, spreading the learning even farther.

Getting Started Step-by-Step

1. **REGISTER FOR AN EDWEBINAR.** Choose a topic that meets your needs and interests. If you can't attend live, you'll receive the recording. Sign up at: https://home.edweb.net/webinars/

2. **CHECK YOUR STATE APPROVAL.** Find out how edWeb certificates can be used in your state. edWeb CE Certificates are widely accepted for your school and district PD hours, and for teacher re-licensure. Check your state at: https://home.edweb.net/statemap/

3. **EARN CE CERTIFICATES.** Join edWeb.net to get your personal edWebinar transcript and CE certificates for all of your edWebinar activity. Learn more and join here: edweb.net/edWebArchives

4. **COMPLETE YOUR PLP:** edWeb certificates include a template on your edWebinar transcript page for you to document your learning and impact with edWeb.

5. **JOIN VIRTUAL LEARNING COMMUNITIES.** edWeb has created public professional learning communities on over 100 topics. Join the communities of interest to you to connect with peers, join discussions, view edWebinar archives, and access free resources. Explore edWeb PLCs: https://home.edweb.net/professional-learning-communities-with-free-webinars-new/

Learn more about all that edWeb has to offer you! home.edweb.net

Use edWeb as a Your Professional Learning Hub

edWeb.net is an award-winning professional learning network that makes it easy to collaborate, engage in peer-to-peer learning, and share ideas and resources.

Create a Professional Learning Hub for Collaboration & Engagement

For virtual collaboration and engagement, edWeb provides a free platform that is ideal for you to use as a professional learning hub. If you are looking for high quality, virtual professional learning to supplement what you are already providing, consider using edWeb as your professional learning hub. Create one or more private communities on edWeb for your teachers to join so they can share their learning with each other. Take advantage of all that edWeb provides and add your own tools and resources, too. edWeb is accessible to any educator anytime and anywhere, and you can better align your activities with your school and district goals. Connecting your educators with a private edWeb community is the perfect solution for leaders focused on school improvement and mindful of costly alternatives that aren't working.

While schools have benefitted from short-term federal and state funding during the pandemic, the long-term trend for Title II funding is down, leaving districts with a need to find affordable, lasting solutions. Providing impactful, engaging professional learning that is cost-effective and sustainable can be achieved through edWeb's virtual professional learning platform. edWeb provides the following benefits to schools and districts.

One Simple Step to More Personalized PD

If you're a school or district administrator looking to provide professional learning that is more collaborative, flexible, personalized, and effective, the easiest step is to recommend that your teachers and staff sign up for free edWebinars with CE certificates for their PD hours. They'll choose from a PD buffet of programs that meet their interests and let them engage with peers around the country and world. Have your teachers sign up on our edWebinar calendar, and we'll take care of the rest.

home.edweb.net/webinars

Connect Your Staff to the Widest Network of Education Experts

Budgetary and scheduling conflicts often restrict schools from bringing in experts to present new information to their staff resulting in subpar facilitators who struggle to deliver new learning and disengaged staff. edWeb brings education experts and thought leaders to your staff in the form of edWebinars for engaging, impactful, and right-sized presentations that can easily fit into already-established meeting times. Additionally, educators who miss the presentation can access it on their own time, which ensures whole staff participation. All edWebinars come with a personalized CE certificate, accepted in 44 states for license renewal and PD credit.

Timely topics, weekly live presentations, and an archive of over 2,500 previously recorded edWebinars ensures that there is something for everyone. edWebinars offer new learning with practical strategies that can be immediately implemented to reach short term goals while offering ideas for thought when working towards wider objectives. Professional learning leaders can choose an edWebinar for the whole staff, select several that staff can choose from, or allow staff to select on their own. edWeb's platform is customizable, which allows for virtual engagement after the presentation is over, extending the learning.

Foster Collaboration Among Educators Near and Far

edWeb's virtual professional learning platform widens educators' networks, connecting your teachers and student services staff to other educators down the hall or across the globe. As many education leaders struggle logistically to provide time for collaboration and connection, edWeb provides a solution that maximizes professional learning time for better results. Shifting to a virtual professional learning platform has the ability to transform your school or district's professional learning plan by allowing educators to collaborate anytime and anywhere. Creating virtual professional learning communities for your staff on edWeb opens the door to collaboration and edWeb's network of over one million educators ensures that the support for your educators is within reach.

Provide Your Staff with the Most Features, All in One Place

Keeping educators engaged in professional learning is one of the toughest challenges education leaders face, but engagement with edWeb is easy. Creating virtual professional learning communities on edWeb allows users to share edWebinars, school or district resources, and educator-created materials. In addition to sharing resources, community members can engage in discussion and collaborate around them as well through discussion forums and blogs. The administrators' toolbox allows educators to choose the settings and features that best meet the needs of the community, opening the community to a select group or the entire edWeb network. Members love edWeb's wide array of features conveniently stored on one platform.

Focus on School Improvement that Maximizes Time and Aligns with Established Goals

Fitting professional learning into already tight schedules is a challenge, but educators agree that it is necessary. edWeb provides a solution to this challenge by offering a free, easy to use platform that can be accessed anytime and anywhere. With the widest selection on the most timely and necessary topics, leaders are sure to find edWebinars that support established school goals or help to round out the thinking when determining what those goals should be. Personalized CE certificates, virtual PLCs, and easy to access, customizable reporting features help you keep track of your staff's professional learning.

Reach Out for a Demo!

Let us give you a demonstration of how edWeb can work as a free professional learning hub for your school or district.

Contact us at pd@edweb.net.

Exemplar of Best Practices:
Georgia DOE Social Studies Team

The Georgia Department of Education (GaDOE) Social Studies team has been using edWeb as a virtual professional learning hub since 2016. With a small team and limited resources, they were able to create a private online community for every grade and for leadership that provided ongoing support and resources, aligned to standards, for educators throughout the state.

Additional Resources
You can view the video recording of this edWebinar or listen to a podcast version.

▶ **WATCH THE VIDEO**

🎧 **LISTEN TO THE PODCAST**

When the pandemic hit, these communities became a vital communication channel to gather information about what was needed and a channel to provide support for Georgia educators, students, and families with varied needs and accessibility. This is their story, relayed in a recent edWebinar, about how they created a successful, sustainable solution for personalized PD before and during the pandemic, and beyond.

The edWebinar was presented by Joy Hatcher, Social Studies Program Manager, Georgia Department of Education; JoAnn Wood,

Social Studies Program Specialist, Georgia Department of Education; Jennifer Zoumberis, Social Studies and Special Education Content Integration Specialist, Georgia Department of Education; Phillip Sykes, Social Studies Content Specialist, Coweta County School System (GA); and Dr. Connie Howell, Associate Executive Director, Heart of Georgia Regional Educational Service Agency.

Joy: We want to provide an overview of where we began when we started virtual communities in 2016 and why we created them on edWeb, and then how our practice changed with the pandemic, and we had to pivot. We'll start

Initial Challenges that Led to Virtual Communities with edWeb in August 2016

- Georgia's size
- 159 Counties
  - 181 School Districts
  - 28 Social Studies Supervisors
  - 16 RESA (Regional Education Service Agency)
- Local Control State
- New Standards

Relevant and Timely Professional Learning → Building Community → Consistent Message → Highlighting Great Resources

with our initial challenges. Why did we start communities on edWeb virtually in 2016? Georgia is a large state with 159 counties and 181 school districts. Of those 181 school districts, there are only 28 or 29 social studies supervisors who provide support and information and resources for social studies instruction. So that leaves a lot of districts without that specific support. They all have a curriculum director who wears multiple hats, but they're not always social studies people. We also have 16 RESAs, which are Regional Educational Service Agencies, and only four of them have someone who has social studies in their title. When the social studies standards changed in 2015 – 2016, we needed a way to support teachers throughout Georgia without having specific district or RESA social studies specialists to do that.

There are communities with professionals and people from around the world who are communicating with each other

We decided to create PLCs on edWeb that included a virtual community for every grade and course for social studies K-12 run by a virtual specialist who is a master teacher who can provide relevant and timely professional learning, communicate a consistent message from the DOE to the classrooms, and provide a way to highlight great resources we were creating for those standards.

One of the reasons we chose edWeb to begin with is because it connects teachers not just with us. Once they join edWeb, they can join communities for 21st century learning or gamification and many more topics. There are communities with professionals and people from around the world who are communicating with each other, and so I decided on this platform for creating our communities in order to open up a world of professional learning that their district or RESA might not be able to provide.

What PLCs on edWeb Look Like
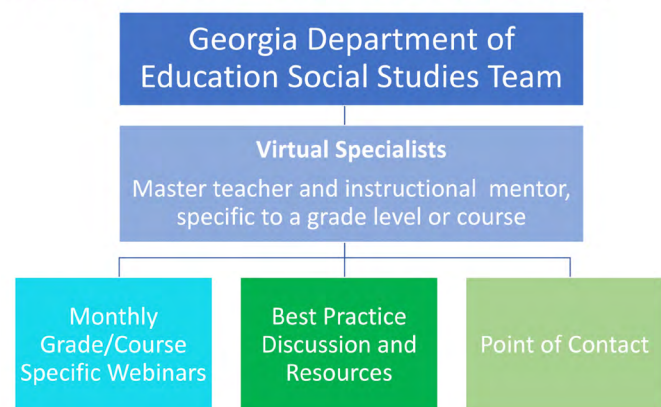
One of the other beautiful things about the community is we know we have teachers who are anti-social-media. They don't use any social media platforms, and we do a lot on our social media. We can put our Twitter feed in the communities so that teachers who don't like social media can still get that information by going into the community on edWeb.

JoAnn: We work as a team and communicate frequently with our virtual specialists. Each virtual specialist produces some monthly grade- or course-specific webinars. In between the webinars, we post resources to support our webinar topics and we also share other opportunities and news items and resources. We focus our webinars on best practices in social studies, and we link to resources that will be useful for classroom teachers and

leaders of social studies. We're the point of contact, and if our community has issues or questions, we funnel those back to the rest of our team, and then we funnel responses. It's a really active network of communication. All of the communication back and forth is facilitated completely with edWeb. In addition to a community on edWeb for each course and grade level, we have a separate edWeb community for leadership, and that's a very vital and active group. Districts can use that group as a sounding board and as a source of information, so there's a lot of communication. Over the years we have grown in our membership, so now we have a total of almost 9,500 PLC members, and we add members daily. There's always a constant growth pattern. We don't go down, we go up.

Let's Take a Closer Look
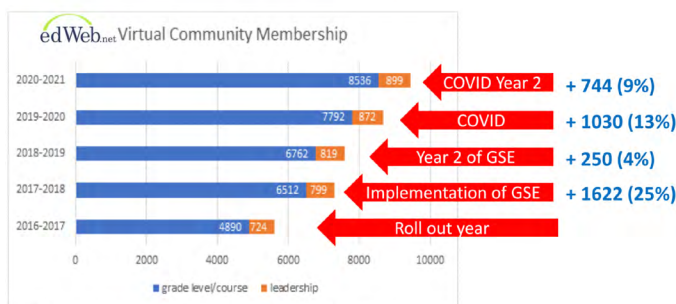
* The growth reflects grade/course PLCs only.

Jennifer: These are our edWeb PLC numbers from the year we started, the 2016-2017 school year, through the 2021-2022 school year. We wanted to break down specifically how our numbers have grown since we started and through the pandemic. The first year was our rollout year when we rolled out the standards and started introducing them. The next year was the implementation year when teachers were moving over to the GSE

standards. Look at the year of COVID. The year we went into the pandemic, we went up over 1,000 members, and that's only including our grade and course PLCs, it's not including the leadership community. Last year, as we went into the second year of the pandemic, we're still going up. We're really excited with the growth of those communities, but also with the support we've been able to give teachers through the pandemic.

Joy: When the pandemic hit and it was two weeks in, we realized that this wasn't going to be a quick couple of days off school, and we needed to figure out quickly how to support teachers across the state, district coordinators, and RESA directors. We sent out a survey in March of 2020 to teachers and leaders and asked some basic questions. We had some schools that were 100% unplugged, and we had some schools that were 100% virtual. We needed to know who was teaching what way, and who needed support. We needed to know what platforms and tools they were using for their digital or virtual instruction so that, when we provided support, we could consider those things. If everybody is using Google Classroom or if everybody is using something else, we can provide some support that utilizes those platforms. And we need to know the logistics for those who were teaching unplugged.

JoAnn: Another thing that helped us was listening to teachers, and the main way we did that was to set up online coffee talks or tea talks with RESAs, and we communicated all of this through our edWeb networks. We had online gatherings of teachers, and we picked their brains. How is virtual learning going? What new tools and mentoring and modeling are you doing? What supports do your teachers

need and what should be done about lost instruction or gaps? People poured their hearts out to us, and all of this was great information.

What did teachers need during the pandemic?

Coffee Talk with RESA teachers and leaders

- How is virtual learning going?
- What new tech tools, mentoring, and modeling have you/teachers done?
- What are your districts/organizations discussing for the fall?
- What supports might your teachers need?
- What should be done about lost instruction/gaps from 2019-2020?

- 5 sessions, 160 participants
- Varying levels of success
- Teachers are tired
- Students aren't showing up for sessions
- Some districts had practice with virtual before the pandemic, most had no experience
- Many children have been sent to stay with other family members so their parents could work
- Needs: support sessions, inquiry training in a virtual setting, meaningful "packets"

These online "talks," coupled with our survey results, helped us plan what we can do, what kind of resources we can provide, what kind of virtual support we can provide that would really target what they need. We found out teachers were really tired and exhausted, so we knew that when we provided support, we needed to address the fact that teachers needed to take care of themselves, and we needed to give them strategies for doing that. They were disheartened because students weren't showing up. Some districts had practiced with virtual before the pandemic, but many had to start cold and had to start running from the moment that the pandemic shut things down. There were lots of issues with families, varying degrees of support, parents needing to work so students were being housed other places and that meant that no one was at home monitoring the packets or the online work. This was really vital intel for program-planning purposes. All of this had implications for the kind of resources we developed and shared via edWeb.

Phil: Being able to talk with other leaders during COVID, during the talks that our DOE hosted through edWeb, was extremely helpful in locating resources, getting ideas from other district leaders, seeing what's working in other areas, and sharing our successes. Accessing the community on edWeb and working together ultimately brought everybody together, and I found it to be as effective as face-to-face learning and, truly, I look forward to continuing going down this path in the future.

Connie: Before March of 2020, we had done very few online professional learning sessions, and then our world just exploded and now most of what we're doing is online. There were huge challenges for us, but it has helped us to grow, and we appreciate our partners like edWeb and the Georgia Department of Education because they have helped us grow tremendously.

Immediate Challenges for Teachers and Leaders

- Resources
- Reaching ALL learners
- Variety of settings
- Inequity of resources and accessibility
- What does this look like?

- Need to differentiate responses
- Little to no warning or time to prepare
- Myriad of emotions
- Social Studies marginaliza

Jennifer: We took all the information we heard from the teachers in the coffee talks and the tea talks and our leadership meetings and emails, and we put all those things together and threw everything we could at our teachers, and edWeb was a major tool in how we did that.

Joy: We created a series of webinars every week, from the end of March 2020 through the end of May. We did one webinar a week for social studies for every grade and course. We called them the "Ideas Ready to Use" webinars. They were generally 15 minutes or less. They gave a quick tip on self-help during the pandemic, and for teaching digitally, then gave an activity to use in the classroom that would work for your digital learners, and then activities that would work for your kids who are unplugged. All of this was communicated through edWeb, and when the webinars were finished, we would house the recordings and PowerPoints in the GaDOE Social Studies responded by creating short weekly webinars with quick tips and support community resource library. Over the course of six weeks, we did 84 webinars. We used edWeb as a way for teachers to ask questions through the discussion forum or to send us information, and we shared all of the information and the virtual specialists' webinars throughout the pandemic. Not every teacher in Georgia is connected with our edWeb community, but because we have so many teachers connected, when we share our professional learning and our resources with teachers, they will in turn share it with other people in their community, and that's kind of the idea.

Immediate Response

GaDOE Social Studies created short weekly webinars with quick tips and support during

- 84 webinars- six weeks of webinars for each grade/course
- Each video shared ways to reach students in each setting: plugged or unplugged
- EdWeb was utilized with the rollout of these resources: Discussion Forum, Blog, Webinar Archives, Email, Resource Library


GaDOE Social Studies worked with GPB to provide resources for teachers and parents.

- **K-12 Distance Learning Plans:** lesson, resources, differentiation, checklists for students who did not have access to technology
- **Let's Learn Georgia:** video lesson aligned to K-5 social studies standards
- **Getting Ready Guides:** guides for families to understand what children have learned and can expect to learn
- **Learning Resources by Grade Level:** GPB resources aligned to Social Studies GSE K-12
- **EdWeb was utilized with the rollout of these resources:** Discussion Forum, Blog, Webinar Archives, Email, Resource Library

JoAnn: One of the biggest highlights of the edWeb community is the resource library. It's jam-packed with great things and has been for the past five years.

Phil: Schools in our district, and it's this way in a lot of districts, don't always have the same resources at every school. By going into the edWeb community, teachers were able to get specific resources that they needed that were going to meet the needs of their individual students.

How edWeb Helped in the Pandemic
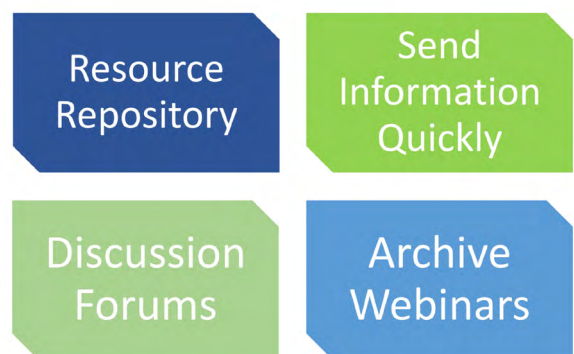
Connie: The teachers felt like these resources were vetted, and that it was a safe place that they could cometo so that they weren't just having to randomly search, and the resources were aligned to the standards, and so it saved them valuable time. We have a group that we have been using for about four years, and they're the data ambassadors, and one of our data ambassadors said that he used these resources and, with the power of what was on there, it saved him loads of time, and he could not wait to go back and share with his PLC. That was just a win-win for everybody.

Joy: All of our lesson plans and resources have embedded specific supports for building vocabulary and also differentiating to meet the

needs of English language learners and special education students. We went through every lesson elementary, middle, and high, to make sure that we had supports in there for every learner.

Jennifer: We came up with different ways to provide inquiry and ways to provide for our unplugged students, so they were getting the same instruction as our plugged students. That's a big component of the distance learning lessons, to make sure that our students who have no access to technology were getting the same exact lessons that our students who are face to face or virtual with the teacher were getting.

Jennifer: We want to point out how edWeb helped during the pandemic. The resource repository was invaluable. We have a resource library for every PLC for every grade, course, and the professional leadership community as well. The thing about the resource library is that it's immediate. When we would do an "Ideas Ready to Use" session, we could immediately upload the PowerPoint from the session and every resource that we used in the session, so teachers had immediate access to it. Teachers could print the resources, save them, change them on their computers. Every website that we used could be saved in the resource library and teachers had immediate, free access to all of that. That was invaluable for our teachers. edWeb let us send information very quickly by sending information immediately through the discussion forums, emailing our PLC members through the platform, and archiving the webinars. Everybody was on a different schedule. Teachers, leaders, we had people teaching at night, we had people teaching during the day, we had some people who did a

rotation of their schedules or different teacher rotations, so archiving the webinars for people to go back to was priceless. And we also found in our data when we've gone back and looked, people are still watching those "Ideas Ready to Use" webinars. Those are over a year and a half old now, and teachers are still going back and watching those today. So again, those were all tools that were provided for our PLCs through edWeb.

What we've learned through the pandemic and through our work...has been that we need a centralized location for our supports, and edWeb has been that for us

JoAnn: And we really had a concern that during the pandemic, with the resources that teachers might Google online and pay for, that they were going to be using very low-quality resources. Our resources are all inquiry driven, so I want to make sure that we do toot our own horn in that regard because it was really, really important for us not to see teachers going backwards with what and how they used resources in the classroom. Then looking ahead, what we've learned through the pandemic and through our work and through our quick pivots and adjusting and dancing the dance of the pandemic has been that we need a centralized location for our supports, and edWeb has been that for us. We were so, so excited that we already had a place established when we dove into this pandemic. We saw the need for increased communication, supportive communication, sometimes just listening. As

we said earlier, in those online coffee talks, we asked questions and then we sat back and listened because teachers really wanted to talk to us.

Joy: edWeb was central to distribution of knowledge and communication. At the DOE, we have a team of three, but this could not have happened without the virtual specialist teams. These are the master teachers we've contracted for each grade and course who we were so lucky to get the best of the best throughout the state. It was not just our DOE team pivoting, it was our virtual specialist team pivoting, it was our district coordinators communicating with us what they needed and back with their teachers, it was our RESA leaders who kept in close contact with us about what their teachers needed, that allowed this all to happen.

Joy: What impact did edWeb have on your teachers and on your district during the pandemic?

Phil: If we did not have this professional learning community, our teachers would have struggled. I would have done what I could to support the needs of our teachers, but in a situation like COVID, if you don't have standardized resources available, you're going to have some schools that are going to be very successful and they're going to have what they need, and you're going to have some schools that are going to be without. My teachers who had already been involved on edWeb could instantly go to those communities and get resources that were very specific, very standards based, very subject based, high quality, vetted, as we said earlier, and immediately implement that. Ultimately, that helps with the equity issue because we

have students who are coming from different backgrounds and different school settings, they are getting really, really good resources and lessons because their teachers were a part of these communities. Just being able to reach out and talk with other district leaders through edWeb was extremely beneficial. I could run ideas by people, see what was working, what's not working, and really target my district's needs based on the experiences that others have had that they were able to resolve. It was valuable before, but it's so valuable now that COVID has happened, and we're in the situation that we're in, and I can only see it continuing this way.

Connie: I totally agree with Phil. The edWeb communities and the partnership with the Georgia Department of Education helped PLCs continue during the pandemic, whether it was before school, whether it was after school, whether it was during lunchtime. It helped strengthen what we were doing and revisit independent learning. As a teacher, as a leader, as a RESA person, we could go find what we needed. And where could we go to find that? We could go to the edWeb community.

Joy: I love that. You could communicate with other leaders, whether that be from the RESA to district coordinators or RESA to teachers. There are things that the DOE can't do, like recommend specific resources. We're not involved in any kind of paid resources, but having this community allows the leaders to get together and share the information that we normally wouldn't do.

Joy: How did using the virtual communities in edWeb help address the issue of student equity during the pandemic?

Phil: Our district has a wide range of needs and people from diverse backgrounds, so the needs of these schools are extremely different based on what the student is coming to the table with. The teachers need to be appropriately equipped to be able to meet the needs of their students and to know who their students are so they can make sure that those students have an equal opportunity to learn the standards that the state has provided for us. By having edWeb

What makes it so much more accessible is being able to do this on your time rather than rely on a district-wide PL session.

and our professional learning communities, we have the ability to go in and target a need in a classroom or a specific need that a student has and be able to search through the resources and really seek out the help that certain students are going to need. What makes it so much more accessible is being able to do this on your time rather than rely on a district-wide PL session. If it's not meeting a specific need that your students are having, then that district PL session is not going to do what it's supposed to do for those kids. What we're doing when we come to the PL community might be good for our mental health as teachers, but in the end our product is student learning, and we want to make sure that what we're doing is impacting those kids.

Connie: The strength of edWeb is the on-demand courses, the archived sessions. It meets the needs of different schedules,

therefore, it's a level playing field for the teachers and the leaders. If you happen to miss a meeting, in the past, you missed the information. But now because it's recorded and it's easily accessible, everybody is hearing the same information and that strengthens everything for our students and for our professional learning for our teachers and our leaders.

Joy: What, for you, is the biggest takeaway or the biggest lesson learned?

Phil: I think the biggest thing that I took away as a district leader is that we're not alone. You know, it's very easy when you're at the central office to feel like I'm on an island by myself. Having edWeb, a place for people with common philosophies, interests, backgrounds for you to be able to come together and seek out some commonality, it's a very welcome opportunity and welcome space for teachers who can easily feel very secluded, and especially during a pandemic, when we are already secluded from the world. I've been very thankful for it, and I think just realizing and taking a second to step back and go, "We're not alone." We've got people out there, we've got the tools that we need to access the people who we can access, and we can get some solutions to the issues that we have.

Connie: We try to create a risk-free environment for our students, so this creates a risk-free environment for our professionals.

Jennifer: I couldn't agree more. I've always known how important relationships are with my students, and with my fellow co-workers, and the relationships were the key going through all this. Our teachers would never have shared with us their concerns or their challenges if we hadn't already made relationships with those

teachers where they felt they were safe to talk to us, to share their concerns, to share what they were seeing, and they were humble, they were honest, they were open, and I think that was because they already felt safe with us. It was already a safe place and relationships were already established.

JoAnn: My biggest takeaway has been that you can teach this old dog some new tricks because I've had to learn some new ways to teach and some new ways to reach students, and so have all the teachers whom we work with and work for. And they've taught me so much and I've learned a lot, and so I have learned that it's true that you never stop learning.

Joy: My biggest takeaway is we're better together. From my first year of teaching, I had a very supportive, loving department, and we shared everything, and every place I went in my county I wanted to reach out and learn more from other people because truly, we are better together. When I came to the DOE, I thought how great it would be if we could connect all of us who teach the same subject area. How great would it be for those people who have the intimate knowledge about primary sources and the best ones to use for every course and connect those with the teachers who are just technological gurus, connect your veterans to your new teachers, and how much better we could all be. That's what edWeb has done for us in creating these virtual communities.

We couldn't have had these PLCs without edWeb offering the ability to create online communities and build them free of charge. And let me say how easy it is to work with edWeb because when we have any kind of issue, like I wish we could do this, or I wonder if they could do that, all we have to do is email edWeb, and if it's possible, it gets done.

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edWeb Teacher Professional Learning Survey 2022

edWeb.net is a free professional learning network that provides educators with online professional learning communities and edWebinars. edWeb has grown to a global community of over 1 million educators from preK - higher ed. edWeb provides personalized, collaborative learning—anytime, anywhere. During the pandemic, the need for virtual collaboration, learning, and support has been more critical than ever.

For the past five years, we've conducted a Teacher Professional Learning Survey. This annual benchmarking of our teachers' attitudes and experiences shows the continued need and value of online professional learning, especially during the COVID-19 pandemic. The comments we receive every year help us continually improve our services. edWeb CE certificates are accepted nationwide for PD hours and for teacher re-licensure in 44 states.

The survey was conducted in early February 2022. It was sent via email to 125,000 edWeb teacher members and received 1,245 replies, a 1% response rate, with no incentive. The email quantity and response rate are comparable to past years.

2022 Key Takeaways from edWeb Teachers

Webinars are the professional learning activity that helps them improve the most. It's most important that the content is current and relevant, that they can participate on their own time, and that the programs are free.

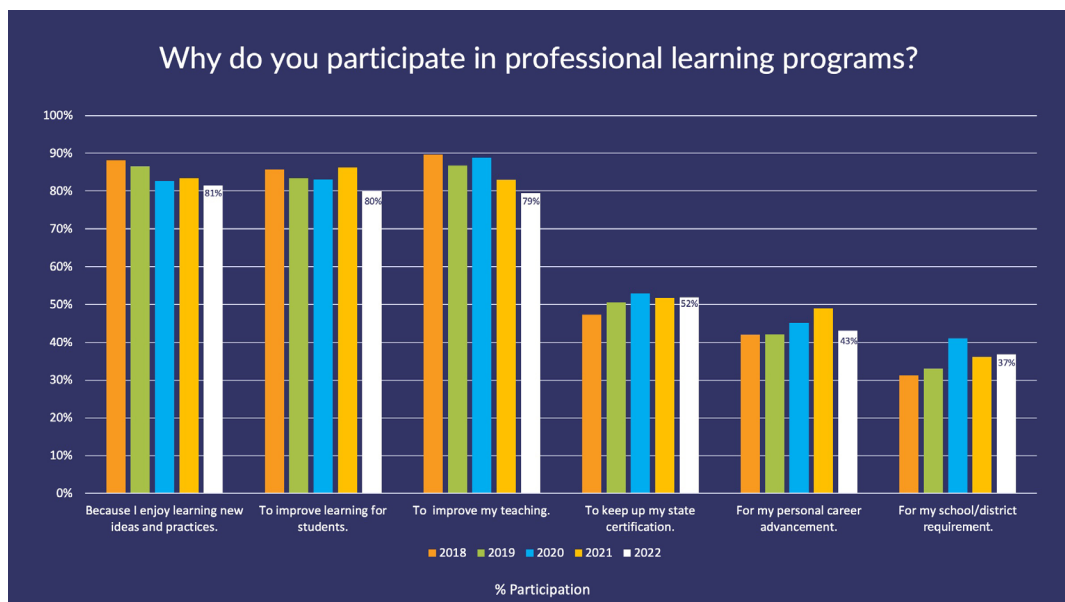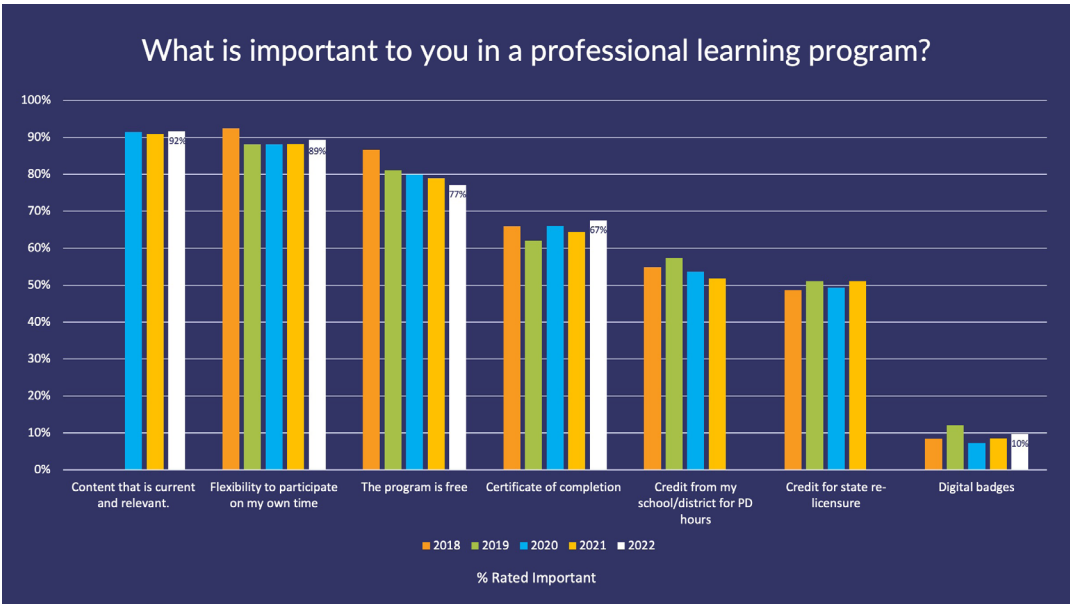| 60%	45%	57%	50%	32%
are using their edWeb CE certificates for their school and district PD hours	are using edWeb CE certificates to renew their state teacher's license.	report that professional learning on edWeb impacts students' learning.	share their learning with colleagues, and it impacts students' learning.	report that edWeb has had a schoolwide impact on student learning.

Summary of Results

The first question in the survey asks, "What type of professional development helps you improve as a teacher?" For five years in a row, our members have responded that webinars are number one. This year, online professional learning networks moved ahead of teacher education courses.

What types of professional development activities help you improve the most?

% Rated Most Helpful

Legend: 2018, 2019, 2020, 2021, 2022

Values shown (2022): Webinars 51%, Conferences and workshops 33%, Online professional learning networks 23%, Teacher education courses 21%, PD provided by my school/district 16%, PD provided by vendors 14%

Each year, we ask teachers why they engage in professional learning, and consistently, the top three answers are to improve their teaching, to learn new ideas and practices, and to improve learning for students. The results reflect the dedication of educators to the larger goal of professional learning—to have an impact on student learning.

Why do you participate in professional learning programs?

% Participation

Legend: 2018, 2019, 2020, 2021, 2022

Values shown (2022): Because I enjoy learning new ideas and practices 81%, To improve learning for students 80%, To improve my teaching 79%, To keep up my state certification 52%, For my personal career advancement 43%, For my school/district requirement 37%

We asked teachers what features are important in a teacher professional development program. The most important feature is that the content be current and relevant, followed by the flexibility to participate on their own time, that the program is free, and the ability to receive a certificate of completion.
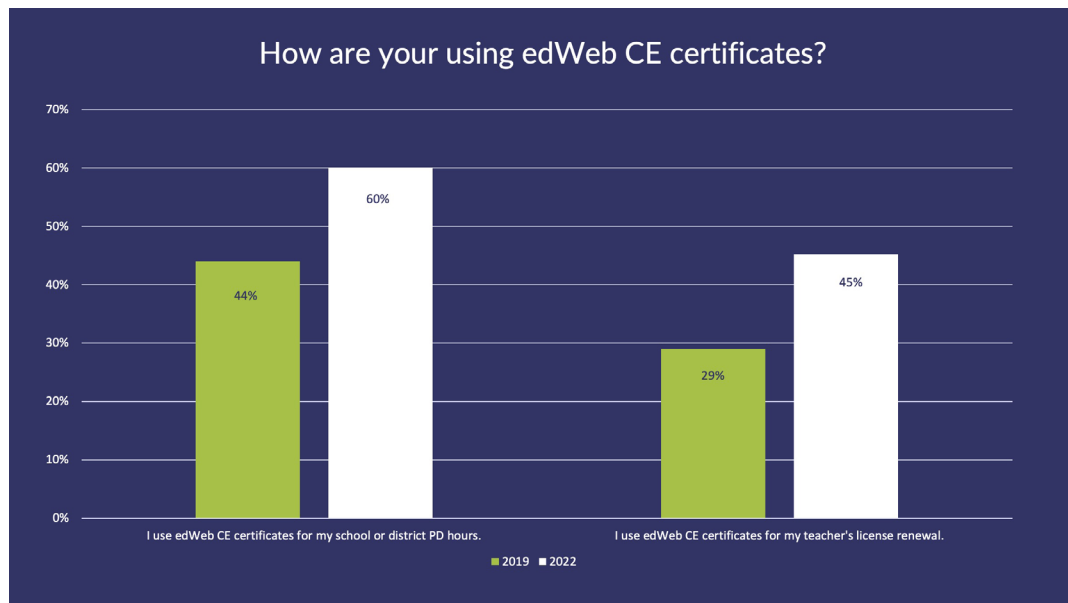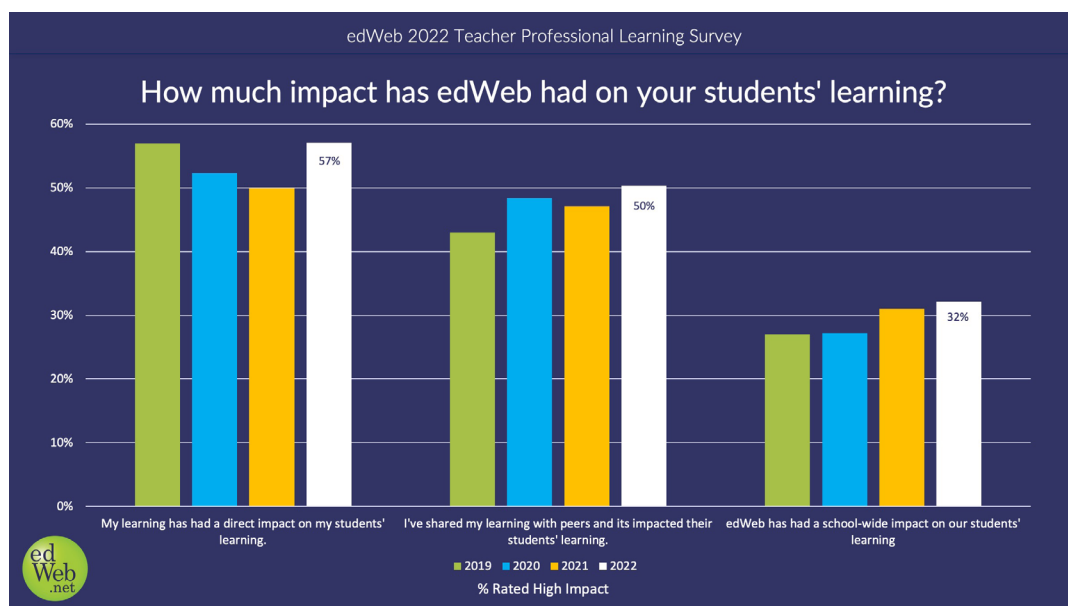

What is important to you in a professional learning program?

Legend: 2018, 2019, 2020, 2021, 2022

Categories: Content that is current and relevant. (92%); Flexibility to participate on my own time (89%); The program is free (77%); Certificate of completion (67%); Credit from my school/district for PD hours; Credit for state re-licensure; Digital badges (10%)

% Rated Important

The survey asks, "How has edWeb helped you in the past year?" Results show edWeb has been most helpful for acquiring valuable information and resources, increasing knowledge in their field, making learning more engaging for students, and getting support not available in their school/district.

How has edWeb helped you this past year?

Legend: 2018, 2019, 2020, 2021, 2022

Categories: Acquire valuable information and resources. (88%); Increases my knowledge in my field. (87%); Make learning more engaging for students. (75%); Get support not available in my school/district. (74%); Learn about technology. (55%)

% Rated Very Helpful
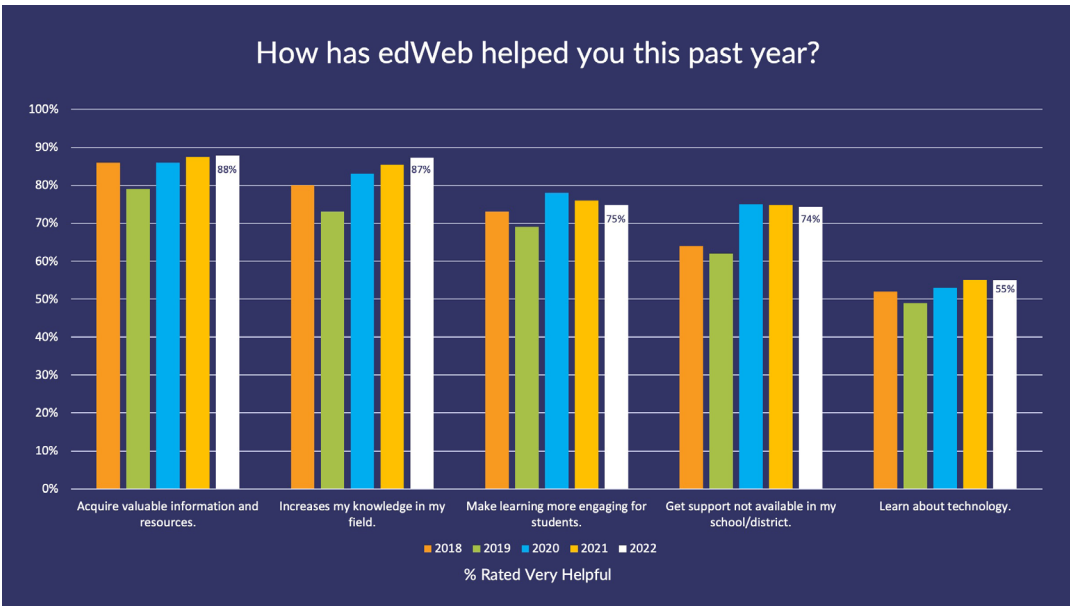
60% of our teachers are using their edWeb CE certificates for their school and district PD hours and 45% to renew their state teacher's license.

How are your using edWeb CE certificates?

- I use edWeb CE certificates for my school or district PD hours.: 44% (2019), 60% (2022)
- I use edWeb CE certificates for my teacher's license renewal.: 29% (2019), 45% (2022)

■ 2019 ■ 2022

This year, we see a notable increase in the impact edWeb has on student learning. 57% of teachers report edWeb has a high impact on their students' learning. 50% of teachers share their learning with colleagues, and that impacts their students learning. 30% of respondents report that edWeb has a schoolwide impact on students' learning.

edWeb 2022 Teacher Professional Learning Survey

How much impact has edWeb had on your students' learning?

- My learning has had a direct impact on my students' learning.: 57% (2022)
- I've shared my learning with peers and its impacted their students' learning.: 50% (2022)
- edWeb has had a school-wide impact on our students' learning: 32% (2022)

■ 2019 ■ 2020 ■ 2021 ■ 2022
% Rated High Impact

For the past three years, we've asked our teacher members, "How likely are you to recommend edWeb to a colleague?" 67% of our teacher members give edWeb a 10, the highest score. The answers to this question on a scale of 1 - 10 can be converted to a Net Promoter Score (NPS), a metric that is used to show the value of a company or service. edWeb's NPS score jumped to 77 this year, an exceptionally high score that very few companies attain.
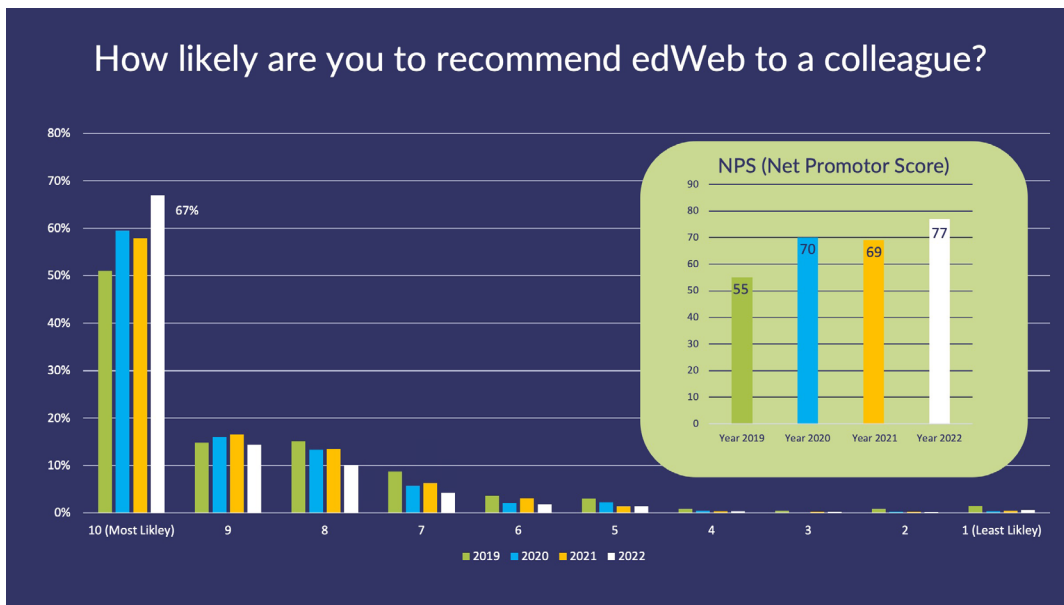
We received over 1,100 comments from our teachers who took the survey. Their comments are overwhelmingly positive and thankful for our free service that provides the kind of high-quality, online professional learning they need and CE certificates for their PD hours.

"During the pandemic, edWeb was a blessing to enable me to be connected to the learning community and for professional development. It also helped us to implement strategies to fill in gaps of learning students faced due to virtual classes. Thank you Team edWeb!!!"