

# Great Valley Academy

## **Investing in the People Who Teach Your Children**

At Great Valley Academy, we believe something simple and powerful:

The quality of a child's education will never exceed the quality of the adults leading it.

That's why we invest deeply and intentionally in the professional growth of our teachers and staff. Just as we expect our students to grow, reflect, and improve, we hold ourselves to that same standard.

Professional learning at GVA is not an event. It's a system.

And it exists for one purpose: to ensure every student experiences excellent teaching, every single day.

## **Why Professional Development Matters**

Research consistently shows that teacher effectiveness is one of the strongest school-based factors influencing student success. Great teaching doesn't happen by accident. It is developed through:

Practice

Reflection

Collaboration

Coaching

Feedback

Ongoing study

When educators grow, students thrive.

That's why professional learning at GVA is not optional, surface-level, or compliance-driven. It is embedded into how we operate.

## **How We Invest in Our Educators**

Here's what that looks like in action:

## **Teacher & Aide Cohorts (Twice Each Year)**

Each year, we offer two professional learning cohorts over the course of six Friday afternoon sessions for teachers and paraprofessionals.

These cohorts create structured spaces where educators:

Deepen their instructional skill

Study best practices together

Reflect on challenges

Solve real classroom problems

Strengthen alignment with GVA's core beliefs and pillars

This isn't sit-and-get training. It's collaborative, applied learning designed to directly impact classrooms.

## **Peerfesh: Learning From One Another**

We created Peerfesh, an innovative system that allows teachers to observe one another and learn from colleagues across campuses.

Instead of working in isolation, our educators:

Visit one another's classrooms

See high-impact strategies in action

Share practical ideas

Strengthen instructional consistency across GVA

Peerfesh builds a culture where expertise is shared and excellence spreads, because sometimes the best professional development is happening just down the hallway.

## **Learning Walks Led by Instructional Coaches**

Our Learning Walks are guided by our Instructional Coaches and are designed specifically for teacher growth.

During a Learning Walk, small groups of teachers visit several classrooms across campus to observe their peers in action. These visits are focused, purposeful, and centered around a specific instructional priority—such as student engagement, questioning strategies, or classroom culture.

After observing, teachers engage in structured discussion where they:

Reflect on what they noticed

Identify effective strategies

Connect observations to research-based practices

Discuss how to apply new ideas in their own classrooms

Learning Walks help teachers see excellence in real time. Instead of learning about a strategy in theory, they watch it unfold with actual students and then immediately process how to bring those insights back to their own classrooms.

This approach strengthens consistency across grade levels, spreads effective practices quickly, and builds a culture where educators learn openly from one another.

When teachers collaborate this way, innovation accelerates—and students benefit.

## **Instructional Coaches on Every Campus**

Each campus has an Instructional Coach whose role is entirely focused on teacher growth.

Instructional Coaches:

Support teachers new to GVA

Help educators new to the profession successfully launch their careers

Model lessons

Co-plan units

Analyze student work

Provide individualized coaching and feedback

This personalized support ensures no teacher is left to “figure it out alone.”

When teachers feel supported, students benefit.

## **Monthly Staff Development**

Our monthly staff meetings are not just informational updates.

They are intentional development sessions where teachers:

Study instructional practices

Refine strategies

Engage in collaborative problem-solving

Align to school-wide priorities

We protect this time because adult learning drives student results.

## **What This Means for Your Child**

All of this investment translates into tangible outcomes for students:

More consistent, high-quality instruction

Stronger classroom management

Better support for struggling learners

More meaningful feedback

Greater academic growth

A more positive and connected school experience

When teachers are growing, students are growing.

## **Our Commitment**

At GVA, we don't assume excellence—we build it.

We believe mastery is not reserved for students alone. It is an expectation for the adults who serve them.

We are committed to:

Being growth-oriented

Learning from research and one another

Supporting new educators

Refining our craft

Doing whatever it takes to provide your child with the best possible learning experience

Thank you for partnering with us. Your children deserve educators who are dedicated, reflective, and continuously improving—and that is exactly what we are working to cultivate every day.

