

THE “C’S” OF PROFESSIONAL DEVELOPMENT

As you design your program, periodically assess how well you are including the following components of effective professional development. The following checklist can help guide your thinking and provide discussion points for the planning team.

Which of the following criteria describes our plan?

CONNECTED...
<ul style="list-style-type: none"> <input type="checkbox"/> Flows from and contributes to the district and building student achievement goals <input type="checkbox"/> Directly relates to student learning and achievement <input type="checkbox"/> Clearly demonstrates how past initiatives can be integrated with new content <input type="checkbox"/> Impacts classroom instruction by changing teaching practices <input type="checkbox"/> Matches needs established in analyzing data about student learning and achievement
COLLABORATIVE...
<ul style="list-style-type: none"> <input type="checkbox"/> Provides time for teachers to work together to plan for implementation of learning <input type="checkbox"/> Provides venues for participants to share ideas and solve problems <input type="checkbox"/> Establishes procedures and tools for reporting results of collaboration efforts <input type="checkbox"/> Evaluates the collegial environment <input type="checkbox"/> Includes expectations for teachers and administrators to work together <input type="checkbox"/> Brings parents and families into the knowledge base and includes them in implementation <input type="checkbox"/> Provides coaching opportunities for participants as they try new ideas and strategies
CUSTOMIZED...
<ul style="list-style-type: none"> <input type="checkbox"/> Includes provisions for meeting different learning needs of participants <input type="checkbox"/> Relates specifically to various content area applications <input type="checkbox"/> Addresses specific needs of the district and / or building <input type="checkbox"/> Provides alternatives and options for learning <input type="checkbox"/> Addresses the varied learning needs of students <input type="checkbox"/> Builds commitment of individuals
COORDINATED...
<ul style="list-style-type: none"> <input type="checkbox"/> Clearly demonstrates alignment with the curriculum <input type="checkbox"/> Provides assistance in integrating past and present initiatives <input type="checkbox"/> Provides for implementation strategies for transitioning between grade level spans <input type="checkbox"/> Includes classroom-based applications of the content
COMPREHENSIVE...
<ul style="list-style-type: none"> <input type="checkbox"/> Includes components of theory, demonstration, practice and collaboration <input type="checkbox"/> Projects into the future by planning for implementation over a three-to-five year span <input type="checkbox"/> Includes provisions for bringing new staff member up-to-date <input type="checkbox"/> Provides timelines for delivering and implementing the initiative <input type="checkbox"/> Evaluates implementation efforts and effects on student learning
CONSISTENT...
<ul style="list-style-type: none"> <input type="checkbox"/> Provides a research base to support the initiative <input type="checkbox"/> Measures fidelity of implementation efforts <input type="checkbox"/> Spreads learning opportunities throughout the year at appropriate intervals <input type="checkbox"/> Examines how the initiative is compatible with participants’ beliefs about education