

## Assessing the Impact of Professional Development

Types of Change for Teachers	Definition
<b>Knowledge (understand)</b>	Conceptual understanding of information, theories, principles, and research
<b>Attitude (believe)</b>	Beliefs about the value of particular information or strategies.
<b>Skills (employ)</b>	Strategies and processes to apply knowledge
<b>Aspiration (desire)</b>	Desires, or internal motivation, to engage in a particular practice
<b>Behavior (behave regularly)</b>	Consistent application of knowledge and skills

Source: Killion, Joellen. *Assessing Impact: Evaluating Staff Development 2002*. Oxford: Ohio, NSDC.

**Leaders need to know the educational research.**

### Professional Development

Professional Development Delivery Systems (Easton, 2008)	What Works in Professional Development
<ul style="list-style-type: none"> <li>▪ action research</li> <li>▪ assessment</li> <li>▪ case studies</li> <li>▪ critical friend group</li> <li>▪ curriculum development</li> <li>▪ data for analyzing schools</li> <li>▪ examining student work</li> <li>▪ journaling</li> <li>▪ immersion</li> </ul>	<ul style="list-style-type: none"> <li>▪ lesson study</li> <li>▪ listening to students</li> <li>▪ mentoring</li> <li>▪ networks</li> <li>▪ peer coaching</li> <li>▪ portfolios</li> <li>▪ school coaching</li> <li>▪ shadowing students</li> <li>▪ study groups</li> <li>▪ training of trainers</li> <li>▪ tuning protocols</li> </ul>
	<ul style="list-style-type: none"> <li>•Results-driven</li> <li>•Standards-based</li> <li>•Job-embedded</li> <li>•Content rich</li> <li>•Entire school</li> <li>•Differentiated for grade, content, experience, etc.</li> </ul> <ol style="list-style-type: none"> <li>1. Create and maintain on-going programs.</li> <li>2. Use time for knowledge acquisition and guided practice for skill development.</li> <li>3. Provide coaching (peer and supervisor).</li> <li>4. Create usable products with job-alikes.</li> <li>5. Increase access to colleagues.</li> <li>6. Recognize and support implementation and progress.</li> <li>7. Staff choose personal learning goals.</li> <li>8. Link programs to personal needs and school improvement goals.</li> <li>9. Build in monitoring/evaluation.                             <ul style="list-style-type: none"> <li>•program evaluation</li> <li>•self-assessment</li> <li>•department head/supervisor walk thoughts, and feedback</li> </ul> </li> <li>10. Provide coaching and corrective feedback</li> </ol>