

PHASES 3 & 4

Examine Structures; Design and Implement Professional Learning and Evaluation

“Effective practices such as providing feedback to students cannot spread just by describing them or advocating their use. They have to be seen, observed, experienced, interpreted, inquired into, tried out, and so on” (Hargreaves & Fullan, 2012). Ongoing professional learning should allow for all of the above to occur. Choosing the correct structure for professional learning depends on the needs of students and educators.

As a school community, take the time to discuss several different Professional Learning options. Once you have identified Educator Learning Targets, choose one or several of the Professional Learning structures that support the needs of students and educators in your school community. Begin to design and implement your team’s implementation plan. Remember the end goal — student achievement!

Some questions to pose to the team as they determine the best professional learning structures are:

- What resources are necessary for success? (books, websites, experts from school community, instructional supplies, etc.)
- How will you provide adequate and consistent time and space for educators to meet?
- How will learning groups be determined? (subject area, interest, etc.)
- What are the critical benchmarks for progress?
- How will we measure the success of our professional learning program?