

How Does the School-based Staff Development Committee Plan for Professional Development?

Phase 1

Analyze Student Performance

Before thinking about the format and content of professional learning consider the specific student learning outcomes you want to attain. Analyze current student data and identify current student learning needs. Use a protocol to discuss student data. ORID is one suggested protocol for this process.

Phase 2

Identify Learning Targets for Educators

Using data and teacher input, determine schoolwide priorities for continually improving instruction to produce the student learning outcomes. Look at Citywide Instructional Expectations and schoolwide programs to see which strategies would support student learning. Learn to come to consensus on schoolwide needs and priorities.

Phase 3 & 4

Examine Structures: Design and Implement Professional Learning and Evaluation

Choose and implement appropriate structures that support the school's knowledge of its students, its instructional focus and its culture for collaborative professional learning. Create a plan to continually measure the success of the Professional Learning program.

Phase 5

Provide Support for Learning and Implementation

Provide teachers with consistent feedback and coaching as necessary to support their new learning and development.

