

PROFESSIONAL LEARNING EFFECTIVENESS



\$18,000

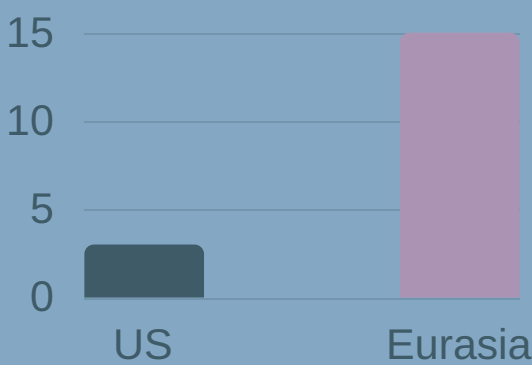
Average money spent per teacher per year on professional development.



3 out of 10 teachers showed improvement of teaching ability.

Hours in Planning

Lesson planning time given per week



\$99M



Spent on professional development of PD initiatives and district mandated professional development days in Philadelphia.

Source: Hechinger Report & Ed Week

REDEFINE



Define development goals and expectations in a clear, concise manner



REEVALUATE

Evaluate, inventory and allocate funds for professional learning. Explore alternative methods and approaches



REINVENT

Invest in recruitment, compensation and retention methods to maintain quality teachers. Redesign teacher's job to extend the reach of great teachers and training

Source: The Mirage

PRINCIPLES OF EFFECTIVE PROFESSIONAL LEARNING

Duration

50 - 80 hours of practice to master and implement new learning.

Support

during implementation phase for specific challenges.

Active

participation and practice in professional development workshops.

Modeling

expert demonstration, peer teaching and coaching.

Content Specific

focus on the subject area of the teacher, breaking into smaller content grouping

Source: Teaching the Teachers: Effective Professional Development in an Era of High Stakes Accountability