# Professional Development Practices

| ***Practice*** | ***# studies*** | ***ES range*** | ***Examples of Actions*** | ***How*** | ***Follow Up and Coaching*** |
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| A. Introduce: Orientation (Preview the materials, knowledge or practice) | 58 | -.02 to .64 | Administer Pretest or Pre-assessment Present Theory or background for innovation or method being learned Present Introductory Activities: Videos, Readings, or Warm-ups | PretestAdminister KWLA lecturette is provided: face to face or videoReflect on current practice* Reflect on new principles, new practice
* Self-instruction
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| B. Illustrate(Demonstrate how the material, knowledge or practice will be used) |  25 | .34 to .55 | 1. Instructor demonstrations, simulations, instructional videos, learner informed lecture content
2. Use Discussion/Survey to Identify Learners’ Correct Knowledge or Misconceptions
 | * Demonstrate new principles/practice
* Use authentic examples
* When available, incorporate prior knowledge
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| C. Practice: Application and practice of new intervention- Active Learning | 41 | .35 to .94 | Model using Think Aloud Establish Small Critical Teams or Groups (3 to 5 members) to practice and problem solve | Engage Learners in the Model Allow for practice and observation – role playEngage in interactive feedback and discussion based on set criteria (rubric)* Problem solve
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| D. Evaluate (Gauging implementation) | 23 | .47 to .94 | Instructor assess outcome of application | Individual assessment, review & feedback* Group review & self-assessment
* Feedback on performance using quiz or rubric score
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| E. Reflection: (Feedback, Self-Reflection, Self-Assessment) | 22 | .49 to 1.27 | Self-assess performance1. Provide opportunity to reflect
2. Provide opportunity to reassess
 | Performance improvement review* Journaling

Group reflections on instructor feedback Query for:* + What was done well
	+ What was challenging
	+ What could be done better and process to improve
	+ How new practice aligns with personal theories and classroom roles
* Revise and resubmit assessment
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| F. Mastery (Evaluation of implementation fidelity) | 21 | .49 to .86 | 1. Standards-based evaluation
2. Learner self-assessment
 | * Evaluation against standards or practice criteria
* Self-assessment of strengths and challenges
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**Structure: Practices to Include in Professional Development**

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| ***Structure\**** | ***Principles*** | ***How*** | ***Ideas!!!!*** |
| A. Group Structure | 1. Group Participation2. Group Alignment | * Large group
* Small group
* By Content
* By Experience
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| B. Duration | 1. Minimally 20 hours of PD2. Provide multiple practices in extended sessions | * Blended model (F: F & online)
* Across session
* Across days
* Across weeks
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| C. Size | 1. Face to face instruction includes 30 or fewer participants
2. Online instruction includes 20 or participants
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| D. Setting | 1. Implementation at work site | * Expectation by community
* Expectation by administration
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| E. Online Delivery | 1. Establish, guide, and support collaborative activities
2. Establish access to community of practice using resources
 | * Online discussions
* Joint development of lesson plans
* Shared videos reflecting practice

Video-conferencing Online learning Social networking* Instant messaging
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