# 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-assessmentPresent Theory or background for innovation or method being learnedPresent 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 |  |
| 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 |  |
| C. Practice: Application and practice of new intervention- Active Learning | 41 | .35 to .94 | Model using Think AloudEstablish Small Critical Teams or Groups (3 to 5 members) to practice and problem solve | Engage Learners in the ModelAllow for practice and observation – role playEngage in interactive feedback and discussion based on set criteria (rubric)  * Problem solve |  |
| 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 |  |
| E. Reflection: (Feedback, Self-Reflection, Self-Assessment) | 22 | .49 to 1.27 | Self-assess performance  1. Provide opportunity to reflect 2. Provide opportunity to reassess | Performance improvement review  * Journaling  Group reflections on instructor feedbackQuery 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 |  |
| 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 |  |

**Structure: Practices to Include in Professional Development**

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| ***Structure\**** | ***Principles*** | ***How*** | ***Ideas!!!!*** |
| A. Group Structure | 1. Group Participation  2. Group Alignment | * Large group * Small group * By Content * By Experience |  |
| B. Duration | 1. Minimally 20 hours of PD  2. Provide multiple practices in extended sessions | * Blended model (F: F & online) * Across session * Across days * Across weeks |  |
| C. Size | 1. Face to face instruction includes 30 or fewer participants 2. Online instruction includes 20 or participants |  |  |
| D. Setting | 1. Implementation at work site | * Expectation by community * Expectation by administration |  |
| 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-conferencingOnline learningSocial networking  * Instant messaging |  |