

Drafting an Effective Professional Learning Plan

Drafting a professional learning plan is a critical step in setting teachers up for success. It establishes purposeful, planned actions and the support system necessary to achieve identified goals. Here are the key steps in drafting a strong and actionable professional learning plan:

Analyze

Where are the areas of growth according to student data? Are there indicators of an achievement gap? Narrow in on areas that may require targeted support.

Identify

Has your school experienced any changes in learning conditions? Identify changes in curriculum, student body, or staff that might influence student learning.

Develop

Create goals for student outcomes that reflect realistic growth. Besides student achievement data, what other data sources can be used to evaluate growth?

Translate

Turn your student goals into educator goals. Make sure they are clear and actionable. Identify educator needs when coming up with these goals.

Study

Explore professional learning options that will appeal to different learning styles and needs. If looking into outside PD vendors, see what outcomes they've achieved with other clients and what impact their experiences had on student outcomes.

Plan

Create a plan of action that links proposed strategies back to specific goals. How will these approaches directly influence student achievement? Be as specific as possible.

Implement

Build out your professional learning timeline, inserting opportunities to assess this implementation along the way.