

## *Five Tips For First-rate PD*



### **1. Be specific**

Knowing the specific needs that teachers have is critical. Assess how teachers engage students, how they use instructional strategies that require students to problem solve, and how student learning is monitored. If teachers are expected to grow in certain areas, then professional learning needs to be developed to support them in meeting those expectations.



### **2. Be holistic**

Professional learning is more than just sporadic events or workshops. A professional development plan needs to outline a more holistic approach, with continuous support and feedback. Define how teachers will maintain their professional growth beyond workshops or events.



### **3. Be inclusive**

Consider all staff members—not just core subject teachers—when implementing professional learning. Professional development should be relevant to all certified staffing groups, not only instructional staff members. This values everyone's professional learning and growth.



### **4. Be open**

When instituting a new professional learning initiative, never assume that all educators will be starting from square one. Just like students, teachers come with diverse experiences, skills and needs. A comprehensive needs assessment helps in differentiating methods while building teacher buy-in.



### **5. Be clear**

Clear goals and opportunities for formative assessment help reveal the success of interventions. When possible, focus on translating goals into observable indicators. For example, a teacher's comfort in utilizing technology can better be assessed by how students are using technology to support their critical thinking skills.