

Effective Teacher Professional Development

*How Investments in Teacher Professional Development
Can Make a Difference*

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An Active Conversation

What Would Trump's Proposed Cut to Teacher Funding Mean for Schools?

Why Spend Billions on Professional Development for Teachers?

Federal support for teacher training to continue but next year's funding in doubt

What Kinds of Professional Development Are Teachers Doing?

An investment in teacher training would pay off for California: Guest commentary

What Are the Best Strategies for Effective Teacher Professional Development?

Does / Can Professional Development Matter?



The Mirage describes the widely held perception among education leaders that we already know how to help teachers improve, and that we could achieve our goal of great teaching in far more classrooms if we just applied what we know more widely. Our research suggests that despite enormous and admirable investments of time and money, we are much further from that goal than has been acknowledged and the evidence base for what actually helps teachers improve is very thin.

What Kind of PD ?

When I die, I hope it is at a faculty meeting or teacher inservice because the transition from life to death would be so subtle



This Study

Reviewed 35 studies that:

- Are methodologically rigorous
- Demonstrate positive link between teacher PD and student outcomes

Identified common features



A Paradigm Change

FROM:

Sit and get

Drive-by

One size fits all

**Disconnected from
teachers' classroom and
students**

TO:

Content-focused

Active

Collaborative

Using models & modeling

Coaching

Feedback and reflection

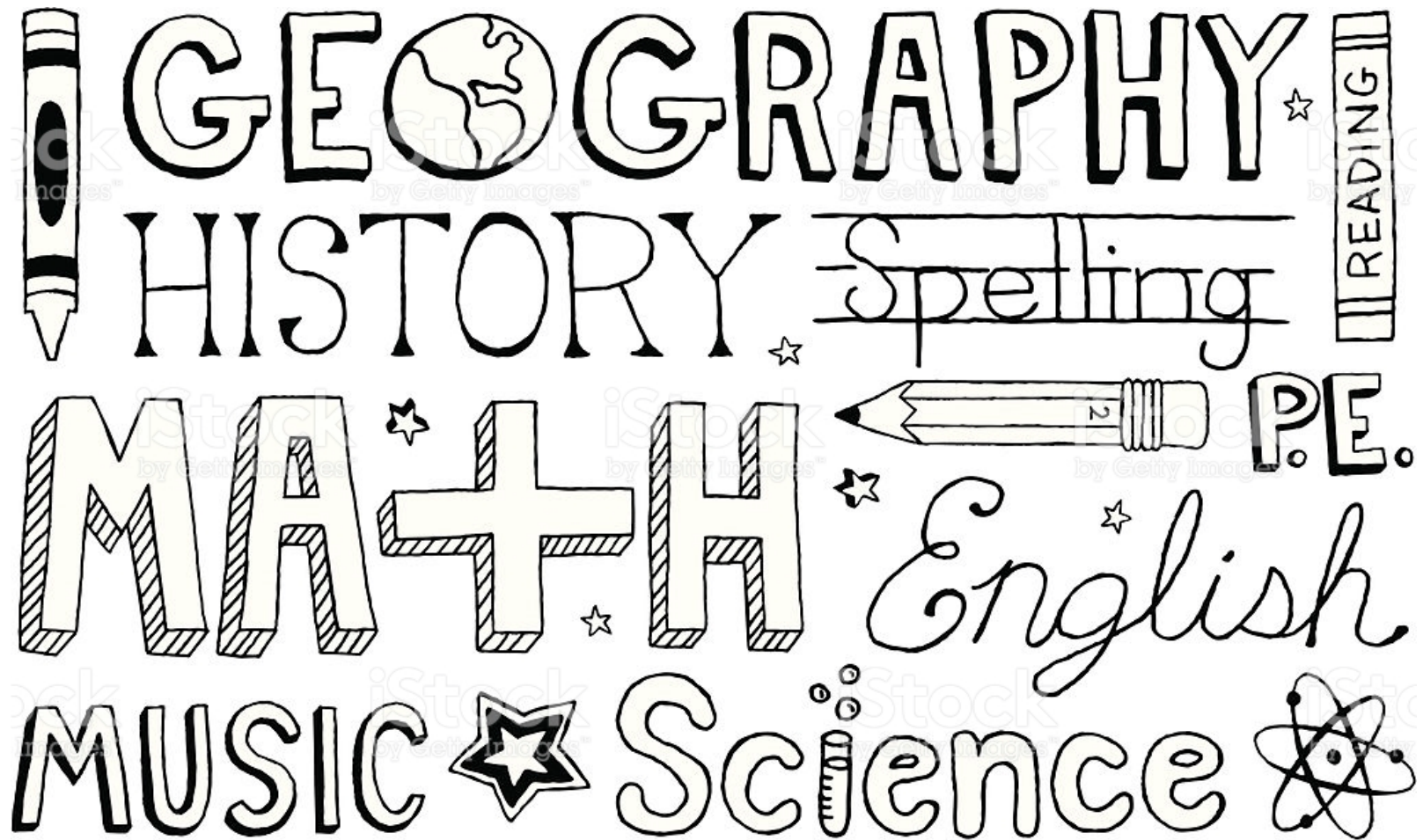
Sustained over time





Elements of Effective Professional Development

Content Focus



Active Learning



Collaboration



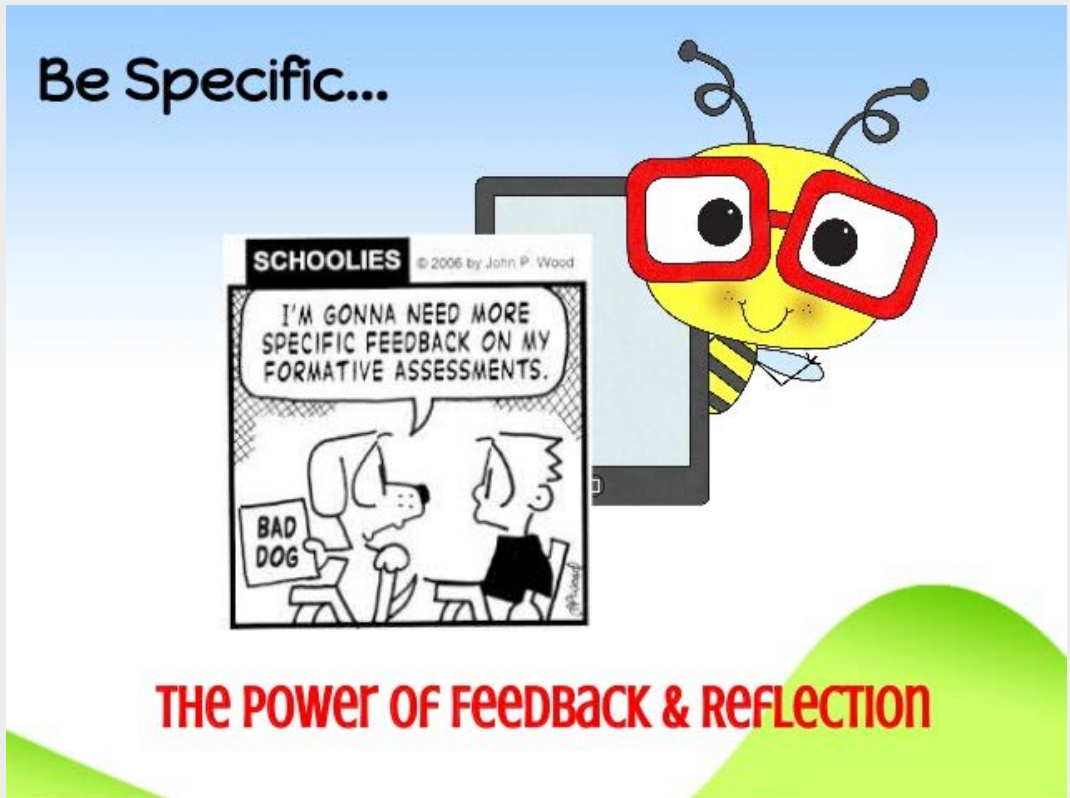
Models of Effective Practice

- **lesson plans**
- **unit plans**
- **sample student work**
- **observations of peer teachers**
- **video or written cases of teaching**

Coaching and Expert Support



Feedback and Reflection



Sustained Duration



National Writing Project

Content focus

Models of effective practice

Coaching & expert support

Active learning

Collaboration

Feedback & reflection

Sustained duration



Creating Conditions for Effective Professional Development

Challenges to Effective PD

School level

- Inadequate resources
- No opportunity for implementation
- School culture

System level

- Lack of shared vision for high-quality instruction
- Poor alignment between state and local policies
- Inability to track and assess PD quality



Implications for Practice & Policy

Implications for Practice



- **Plan for common obstacles**
- **Address specific needs of educators and learners**
- **Develop a comprehensive system of teaching and learning**

Policy Implications

- **Adopt standards for PD**
- **Redesign school schedules**
- **Conduct needs assessments**
- **Develop expert teachers as mentors and coaches**



Policy Implications (cont'd)

- **Leverage ESSA school improvement initiatives**
- **Provide technology-facilitated learning and coaching**
- **Offer funding and education units for active learning and coaching**



Learning Policy Institute Resources



Effective Teacher Professional Development

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Report

learningpolicyinstitute.org/product/teacher-prof-dev

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