Effective Teacher Professional Development

How Investments in Teacher Professional Development Can Make a Difference

Linda Darling-Hammond, Maria E. Hyler, & Madelyn Gardner

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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 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
<table>
<thead>
<tr>
<th>FROM:</th>
<th>TO:</th>
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<tbody>
<tr>
<td>Sit and get</td>
<td>Content-focused</td>
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<tr>
<td>Drive-by</td>
<td>Active</td>
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<tr>
<td>One size fits all</td>
<td>Collaborative</td>
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<tr>
<td>Disconnected from</td>
<td>Using models &amp; modeling</td>
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<tr>
<td>teachers’ classroom and</td>
<td>Coaching</td>
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<tr>
<td>students</td>
<td>Feedback and reflection</td>
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<td>Sustained over time</td>
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Elements of Effective Professional Development
Content Focus

- Geography
- History
- Spelling
- Math
- English
- Music
- Science
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

Coaching

Training  Mentor  Skill

Goal  Development

100%  Education  Motivation  Support

Potential  Knowledge
Feedback and Reflection

Be Specific...

The Power of Feedback & 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

Report
learningpolicyinstitute.org/product/teacher-prof-dev

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