

Activity 1.3

A Professional Development Plan

How might ongoing professional development help you produce a viable and quality project? Use the following questions to discuss the issues related to a professional development plan.

Professional development has to operate within certain financial and time constraints.

1. What internal funding sources might be available to schools and districts?
2. How might you secure an outside funding source to help defray expenses?
3. Are there creative solutions that do not necessarily require large expenditures, such as rescheduling beginning and ending times of the day, or having coaches and lead teachers in classrooms so that teachers can be released?
4. Is there any form of compensation for team members, such as being able to attend an educational conference or purchase some relevant materials?

Professional development relies on expertise for direction and guidance for the professional learning team.

1. Who might best deliver professional development to professional learning teams, schools, language education programs, or districts?
2. What school-based expertise is at hand, such as lead teachers, coaches, or mentors?
3. What local expertise is at hand, either in a district or within the community at large?
4. What national expertise may you wish to consult on the project?

Sustained professional development produces the most long-lasting results.

1. What should the format be for professional development, and how much time should be involved?
2. Should professional development occur five times, to correspond to the five phases of common instructional assessment?
3. Should professional development occur at the beginning, middle, and end of the project?
4. Should professional development be a multiday institute to kick off the project?
5. Should professional development be an optional online or hybrid course that runs concurrently with the project?

Professional development affords educators opportunities to collaborate and create a synergy that propels a project forward.

Who should participate in the professional development?

- Should it be only the professional learning team?
- Should it be the professional learning team and classroom teachers impacted by the project?
- Should it be the professional learning team and select teacher teams?
- Should it be the professional learning team and schools impacted by the project?