

**Professional Development:
The Key to Effective Teaching
and Learning**

Linda M. Paluck
Director of School Approval & Accreditation
Department of Public Instruction

Lois E. Myran
Assistant Director of Professional Development
Department of Public Instruction

October 8-9, 2009

OBJECTIVES FOR THE DAY

- Understand HB 1400 Section 13 on Professional Development
- Understand Why Professional Development is critical to effective teaching and learning
- Review the National Staff Development Council Staff Development Standards using an interactive activity
- Review the ND Curriculum Initiative Professional Development Plan for 2009-2011

**Review of House Bill 1400
Section 13**

**Why Professional Development
is critical to effective
teaching and learning?**

- Students who have highly effective teachers for three years in a row will score 50 percentile points higher on achievement tests. (Sanders & Rivers, 1996)
- Five years of great teachers, disadvantaged students could close achievement gap with their privileged peers. (Kain, O'Brien, & Rivkin 2005)
- Odds of having a great teacher assigned five years running are 1 in 17,000. (Walsh 2007)

A Cultural Shift

FROM

- a focus on teaching
- coverage of content
- infrequent summative assessment
- assessing many things frequently

TO

- a focus on learning
- demonstration of proficiency
- frequent formative assessment
- assessing a few things frequent

A Cultural Shift

<u>FROM</u>	<u>TO</u>
- focusing on average success	- proficiency on every essential
- fixed time	- flexible time
- remediation	- intervention
- one time opportunity	- multiple opportunities
- privatization of practice	- sharing of practice
- "These are mine, those are your kids"	- "Our kids"

Professional Development is Effective When the School Culture Ensures:

- That effective teaching and instruction is a core value.
- There is trust and collective responsibility for student learning.
- Leaders model high expectations for adult and student learning.
- A positive tone for learning is evident.

Professional Development is Effective When the School Culture Ensures:

- There is collaboration and sharing among teachers and administration.
- That complex problems of schools require team solutions and intensified leadership.
- There is value in the wisdom of many.
- School improvement goals are the focus of all decisions.

**National Staff Development Council
Staff Development Standards
Activity**

The National Staff Development Council
Standards for Professional Development
begins each standard with:

**“Staff development that
improves the learning
of all students....”**

CONTEXT STANDARDS

Learning Communities

Leadership

Resources

PROCESS STANDARDS

- Data Driven**
- Evaluation**
- Research Based**
- Design**
- Learning**
- Collaboration**

CONTENT STANDARDS

- Equity**
- Quality Teaching**
- Family Involvement**

**ND Curriculum Initiative
Professional Development Plan
2009-2010
2010-2011**
