

Why Prescribed Professional Development?

Are your students making progress commensurate with their academic ability? Do you feel that your instructional team is working harder with minimal results? Will your reluctant learners perform better this year? Questions like these haunt building principals and instructional leaders.

Want answers? When was the last time your instructional team received the benefit of practical professional development? Prescribed Professional Development improves student achievement by increasing teacher confidence, knowledge, teamwork and instructional strategies.

Prescribed Professional Development is specific and unique to the situation. It is not the common one-size-fits-all teacher training. Prescribed Professional Development focuses on the needs of the instructional team and minimizes unnecessary distractions. A Prescribed Professional Development Plan is an effective way to bring renewed and continued learning to the instructional team.

The format for the Prescribed Professional Development is customized to fit your situation.

1. Teacher training sessions serve an entire instructional team. These half or whole day sessions provide whole group instruction that includes concept development provided by the consultant followed by guided practice in small groups or teacher teams. Teachers gain knowledge and confidence as they interact and develop networks. The day goes fast and the teachers leave with items and strategies that they can use in the classroom the next day.
2. Personalized training sessions place the consultant and teacher in a 1:1 setting. The consultant develops a non-threatening persona that engages the instructor in a series of professional experiences. Specific activities may include the development of concepts and modeling of strategies by the consultant; in-class observation of the instructor by the consultant with appropriate feedback; and the development of a personalized action plan.

3. Coaching is an internal system facilitated by the consultant. Coaching matches a new or struggling instructor with a master teacher for the purpose of providing non-threatening and formative feedback. More than mentoring, coaching addresses targeted needs and allows the team to interact in creative ways that benefit both the coach and the instructor.

4. Combination professional development integrates all of the Prescribed Professional Development strategies into a formula that provides a timeline of success for a variety of specific situations.

Not sure where to begin with professional development? Our consultants will examine your school data to create the optimum plan for a focused initiative. The data review will include a thorough examination of curricula, support systems, student scores, and hidden factors. Interviews with the administrative team, teachers and instructors help to generate ideas and increase staff engagement with the process. Based on the data, the consultants prepare a confidential Prescribed Professional Development Plan for review and editing by the administrative team.

Professional development that meets the immediate classroom needs of the instructors is especially effective when actively supported by the administration. Our consultants provide open and effective communication with the administrative team. The administration is routinely informed about progress regarding the implementation of the confidential professional development plan. In addition, administrators and instructional leaders are provided with specific strategies that may be used to support and supplement the Prescribed Professional Development Plan.

Professional development helps all students. The investment provides a return-on-investment everyday for many years. Although the teachers receive the attention, the real winners are the students!