

Comprehensive Professional Development Program:
Professional development program, based on an analysis of student data, that is designed to meet the needs of teachers and includes on-going monitoring at the 6 levels of evaluation.

Level 5
Impact on Student Learning
(Student Data)

Level 4
Application of New Knowledge and Skills
(Application Data)

Level 3
Organizational Support and Structure
(Resource Management Data)

Level 2
Participant Learning
(Learning Data)

Level 1
Participant Reaction
(Satisfaction Data)

Level 0
Comprehensive Professional Development Program Design
(Planning Data)

6 Levels of Evaluating Professional Development

Level	Purpose	Questions Addressed	Possible Monitoring Tools / Data Points
<p><u>Level 0</u> Design of the comprehensive professional program or a component of that program <i>(Planning Data)</i></p>	<ul style="list-style-type: none"> To determine the focus or goal of the comprehensive professional development program To design the comprehensive professional development program action plan To adapt the design of the program or action plan 	<ul style="list-style-type: none"> Are the intended results clear? How effectively is the program designed to meet teacher needs that are determined based on the analysis of student data? How effectively is the program aligned with student learning priorities that are identified in the School Improvement Plan and / or school system initiatives? What resources and structures are the best match to support teachers' learning of specific knowledge and skills? Does the program reflect a variety of models of professional development? How appropriate is the program's timeline? Is the program designed to include formative monitoring at all 6 levels of evaluation? How can all school leaders support the implementation and facilitation of the program? 	<ul style="list-style-type: none"> Student performance data analysis Analysis of teacher needs based on student needs Stakeholder focus groups The Comprehensive Professional Development Program
<p><u>Level 1</u> Participant Reaction <i>(Satisfaction Data)</i></p>	<ul style="list-style-type: none"> To adapt program design and delivery 	<ul style="list-style-type: none"> How satisfied were the participants with the experience? Was the experience relevant to the roles of the participants? Were the processes used appropriate for participants as learners? Did the processes used achieve the intended outcomes? 	<ul style="list-style-type: none"> Evaluation Surveys Exit Cards Plus / Delta Stakeholder Focus Groups
<p><u>Level 2</u> Participant Learning <i>(Learning Data)</i></p>	<ul style="list-style-type: none"> To check for understanding and learning To adapt program design and delivery 	<ul style="list-style-type: none"> Did the participants learn the desired knowledge and skills? What did they learn? Why? (May also yield level 3 data) What didn't they learn? Why? (May also yield level 3 data) 	<ul style="list-style-type: none"> Written responses to questions Exit cards Pre / post assessments Teacher work samples
<p><u>Level 3</u> Organizational Support and Structure <i>(Resource Management Data)</i></p>	<ul style="list-style-type: none"> To determine the effective use of resources To improve the organizational structures and support To adapt program design and delivery 	<ul style="list-style-type: none"> How effectively are the resources and structures utilized to support teachers as they learn new knowledge/skills? How could the use of resources and structures be modified to improve support for teachers as they learn new knowledge/skills? How effectively do school leaders support and facilitate the implementation of new knowledge/skills? 	<ul style="list-style-type: none"> Focused questionnaires Guided teacher reflection Feedback protocols Force Field Analysis Plus/Delta Minutes from team/department/cohort meetings
<p><u>Level 4</u> Application of New Knowledge and Skills <i>(Application Data)</i></p>	<ul style="list-style-type: none"> To determine quality and consistency of classroom application To adapt program design and delivery 	<ul style="list-style-type: none"> What are the changes in teacher practice as a result of the professional development program? How effectively and consistently did the participants use the new knowledge and skills? What are the participants able to do well? Why? (May also yield level 3 data) What aren't the participants able to do well? Why? (May also yield level 3 data) 	<ul style="list-style-type: none"> Walkthroughs focused on new knowledge and skills Interviews with students about teacher use of new knowledge/skills Student surveys focused on teacher use of new knowledge/skills Focused peer visits Supervisory observations focused on new knowledge and skills Lesson Plans
<p><u>Level 5</u> Impact on Student Learning/Performance <i>(Student Data)</i></p>	<ul style="list-style-type: none"> To determine the impact on student learning To adapt program design and delivery 	<ul style="list-style-type: none"> How did student learning / performance change as a result of the comprehensive professional development program? 	<ul style="list-style-type: none"> Student work samples Student grades Focused student surveys Student interviews Portfolios of student work Formative & summative assessments

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