



# PRINCIPLE 5



## Professional Preparation and Development

- Comprehensive and continuous professional development that impacts teaching and learning is delivered to enhance the recruitment, preparation and retention of qualified instructional and administrative staff.

Professional development “serves as the bridge between where prospective and experienced educators are now and where they will need to be” (U.S. Department of Education, 2000, n.p.).





# ESSENTIAL QUESTION



*How* will you utilize the tools and resources for Principle 5 and its design elements to implement and evaluate your Programs of Study (POS) efforts?





# IMPORTANCE OF PROFESSIONAL DEVELOPMENT



- field knowledge and skills
- new technology
- innovative teaching and learning practices
- consistent and solid foundation
- ongoing support
- culture of continuous improvement
- better student outcomes



# EFFECTIVE PROFESSIONAL DEVELOPMENT

- Overarching components
- Qualities
- Elements
- Characteristics of high quality programs





# IMPLEMENTATION



- Develop a comprehensive plan
  - Involve relevant participants in design process
  - Use a needs assessment and review the literature
- Ensure support and resources
- Evaluate activities and make data-driven improvements





# IN PERKINS IV



- **Title I, SEC. 122. STATE PLAN.**

(c) **PLAN CONTENTS.**—The State plan shall include information that—

(2) describes how comprehensive professional development (including initial teacher preparation and activities that support recruitment) for career and technical education teachers, faculty, administrators, and career guidance and academic counselors will be provided



# IN PRACTICE



Can you think of an example of Principle 5 being used?

In the state?

In your district?

With your partnership?





# DESIGN ELEMENTS



- Coordinated with teacher certification or licensing, in-service and pre-service learning
- Comprehensive and instruction-focused to impact classroom instruction
- Improved quality of instruction
- Needs assessment is utilized to identify training needs
- Combine resources
- Based on best and promising practices
- Opportunities to collaborate on curriculum alignment and integration are offered





# REFLECTION



- Why is it important to develop and implement a comprehensive professional development plan?
- Who are your professional development activities targeting? Are there others who need to be included?
- What professional development strategies and activities are you currently using?
- Where are the gaps in your professional development?
- How will your Partnership utilize Principle 5 and its design elements to implement and evaluate your POS efforts?