COMPONENT TITLE: Professional Development Academy

IDENTFIER NUMBER: 7501004

MAXIMUM POINTS: 60

GENERAL OBJECTIVE:
This component is designed to guide participants in developing and applying effective planning, delivery, follow-up, and evaluation skills.

This component is restricted for use by the Staff Development Department.

SPECIFIC OBJECTIVES:
Within the duration of this component participants will:

1. develop quality needs assessment tools.
2. use and analyze data for program development and comprehensive improvement.
3. communicate and report data results.
4. contribute to the department's overall professional development plans.
5. align content for professional development with state standards and requirements.
6. use knowledge of NSDC/Protocol Standards and NSDC Code of Ethics to plan, deliver, follow-up, and evaluate professional development.
7. identify relevance of professional development to District Goals and Key Results.
8. communicate relevance of professional development using various formats.
9. apply knowledge of human learning and the change process to incorporate effective modeling, practice and feedback into identified professional development.
10. provide professional development that is sufficiently sustained over time to ensure content mastery.
11. integrate a variety of technologies into professional development.
12. identify creative and effective structures to maximize resources for professional development. (time and dollar)
13. manage and monitor professional development records and responsibilities.
14. develop a plan for professional development that includes documenting application of the learning.
15. develop a plan for professional development that includes monitoring implementation of the learning.
16. provide coaching and mentoring for participants to ensure application.
17. incorporate web-based tools to support implementation of professional development.
18. develop a plan for coordinating follow-up services across multiple schools receiving professional development.
19. provide evidence that documents the implementation of the professional development plan.

20.   document the effectiveness of the professional development plan.
21.   document and analyze the extent to which skills and knowledge were applied.
22.   assess the impact of professional development on student learning.
23.   document the use of multiple measures in the evaluation of professional development.
24.   use evaluation results to revise and modify professional development

PROCEDURES:
Participants will:
1. complete the pre assessment - District Protocol Innovative Configuration Rubric.
2. participate in all elements of the professional development program.
3. complete required assignments.
4. engage in collaborative dialogue about the learning in the program.
5. apply the learning to the participants' own work in an authentic manner.
6. evaluate the effectiveness of the program.

FOLLOW-UP:
Participants will apply their learning by:
1. accessing web resources.
2. assessing program coaches.
3. consulting the discussion board and responding as requested.
4. participating and collaborating in online discussions.
5. documenting the use of information with products following the learning.

EVALUATION OF PARTICIPANTS:
Participants will be evaluated based upon the following:
1. demonstrating mastery of targeted objectives on an assessment.
2. completing the post assessment rubric to determine growth in the areas reflected on the District Protocol Innovative Configuration Rubric.

COMPONENT EVALUATION:
Participants and instructors will assess the degree to which the activities addressed the specific objectives and will make recommendations for revisions through a component evaluation.