**Effective Teacher Development Schema**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **WHY?** | **HOW?** | **WHAT?** | **HOW?** | **HOW WELL?** |
| **Needs** | **Enabling Conditions** | **Content Focuses** | **Approaches** | **Outcomes** |
| **To grow and to improve, people need to:** | **Hearing and watching disconnected from the classroom are insufficient, therefore people need:** | **When all is said and done, the heart of the enterprise is a clear focus on:** | **There are many approaches or structures that support growth and improvement, including:** | **And the result is that people know more, perform better and have a greater impact on student learning, that is:** |
| **Envision** (or they can’t)**Understand** (or they won’t)**Practice** (or they don’t get better)Get **feedback** (or it’s ineffective)**Collaborate** (or it’s unsustainable and too lonely) | Opportunities to **observe** and **discuss** effective practiceOpportunities to **develop** **understanding** of content and pedagogyOpportunities for **practice with feedback****Opportunities to** collaborate**Opportunities to plan and prioritize** based on needs assessment and dataA **supportive culture** of sharing, critique, trust, reflection, respect and transparencyTo be **held accountable** for change and improvement | **Tasks** (selecting, creating and/or adapting instructional and assessment tasks that convey the intended content)**Teaching** (planning and implementing the instruction that conveys the tasks)**Student outcomes** (analyzing the student work that emerges from instruction(NCTM Practice-based Professional Development) | * Task analysis
* Collaborative planning
* Co-teaching
* Lesson study
* Instructional rounds
* Records of practice
* Video analysis
* Learning communities
* Coaching
* Gallery teaching
 | **Knowledge** (greater content and pedagogical knowledge)**Effectiveness** (more request use of effective classroom practices providing greater opportunity for student to learn)**Impact** (higher levels of student achievement) |

 **Steve Leinwand – NCSM – March, 2011`**