**Professional Development Plan: 50 Hours Plus**

Effective professional development that leads to real change in teacher practice only happens when it is long-term and tailored to teacher needs. Consider the following information from the report *Teaching the Teachers: Effective Professional Development in an Era of High Stakes Accountability* published by the National School Boards Association, The Center for Public Education (Gulamhussein, 2013):

* PD that impacts student achievement needs to be lengthy and intensive - less than 14 hours related to the same PD topic is not effective
* Fifty-plus hours of instruction, practice, and coaching is needed for mastery and implementation of a new teaching strategy.
* A teachers’ greatest struggle is not in learning a new skill, but in implementing it - teacher mastery of a new skill takes up to 20 instances of practice.

***Use the template below to help teachers develop a plan for 50+ hours of training, instruction practice,***

***peer collaboration, and coaching related to Keys to Literacy teaching practices.***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Activity** | **Description** | | **Date(s)** | **Hours** |
| *Provided by KTL* | | | | |
| attend KTL initial training | |  |  |  |
| take KTL online course | |  |  |  |
| participate in follow up PD provided by KTL trainer | |  |  |  |
| view KTL videos, classroom examples, archived webinars | |  |  |  |
| other | |  |  |  |
| *Available In-House* | | | | |
| take a refresher workshop provided by KTL coach | |  |  |  |
| participate in small-group meeting related to KTL | |  |  |  |
| share and review examples of KTL lessons & activities | |  |  |  |
| observe/debrief a model KTL lesson | |  |  |  |
| work with peers to develop KTL lessons | |  |  |  |
| co-teach a KTL lesson | |  |  |  |
| deliver a model KTL lesson | |  |  |  |
| one-on-one time with KTL coach | |  |  |  |
| participate in KTL book study group | |  |  |  |
| other | |  |  |  |
| other | |  |  |  |
| other | |  |  |  |

Gulamhussein, A. (2013). *Teaching the teachers: Effective professional development in an era of high stakes accountability.* National School Boards Association, The Center for Public Education.