



## Test your **professional development IQ**

# W

hat's your professional development IQ?

Several years ago, NSDC deputy executive director Stephanie Hirsh was searching for a way to surface misperceptions about the value of professional learning in public schools. She hit on the idea of creating a test and soon she had designed the Professional Development IQ Test.

Since then, thousands of educators have downloaded the quiz from the NSDC web site and used it to begin discussions about professional development. The quiz has the advantage of being fun and informative, a non-threatening way to begin the conversation about professional learning.

### What's inside

- 2:** Professional Development IQ Test
- 5:** Answers to Professional Development IQ Test
- 12:** Tips on how to use the Professional Development IQ Test

We're publishing the entire quiz in this issue of *Tools* and also including numerous charts that will help you use it with various groups you encounter during this school year.

The goal of the quiz is to stimulate conversations about professional learning for educators. We invite you to use it in any manner that you consider appropriate to ensuring that more stakeholders understand the support

that exists for professional learning as well as the relationship between quality teaching and improved learning.

We will continue to revise the IQ test. New questions and answers will be added to the web site version. Please share with us your experiences in using this quiz and send along any suggestions about how to keep it fresh and informative to Joan Richardson at [NSDCJoan@aol.com](mailto:NSDCJoan@aol.com).



# Professional Development IQ Test

**1. According to the public, what is the most important characteristic for teachers to possess?**

- a. Ability to communicate with parents
- b. Thoroughly educated in subject area
- c. Understanding how people learn
- d. Well-trained and knowledgeable about how to teach effectively

**2. Which strategy does the public believe has the greatest potential for improving schools?**

- a. Reducing class size
- b. Recruiting and retaining better teachers
- c. Requiring standardized tests for promotion
- d. Giving greater control to the local level

**3. What percentage of the public supports school-financed professional development opportunities as a means of attracting and retaining public school teachers?**

- a. 90%
- b. 85%
- c. 70%
- d. 55%

**4. According to research, what school investment yields the greatest increase in student achievement?**

- a. Lowering class size
- b. Increasing teacher salaries
- c. Increasing teacher experience
- d. Increasing teacher education

**5. According to the National Credibility Index, which of the following people is the most believable when speaking out on public issues?**

- a. Member of the armed forces
- b. Teacher
- c. Community activist
- d. National expert

**6. According to research by Ron Ferguson, which factor constitutes 44% of the impact on student learning?**

- a. Class size
- b. Qualifications of teacher
- c. Family involvement and support
- d. Socio-economic status of family

**7. What percentage of the public believes we should increase funding for programs to keep teachers up to date?**

- a. 35%
- b. 50%
- c. 66%
- d. 70%

**8. What percentage of teachers believe professional development programs “generally waste their time?”**

- a. 10.5%
- b. 27.4%
- c. 41.7%
- d. 64.7%

**9. Which of the following strategies did superintendents and principals identify as the most effective for improving teacher quality?**

- a. Reducing class size
- b. Increasing teacher salaries
- c. Increasing professional development opportunities for teachers
- d. Requiring secondary level teachers to major in the subjects they are teaching

# Professional Development IQ Test

continued from previous page

**10. According to the September 2000 Gallup Poll, what percentage of the public feels that the strategy with the most promise for improving achievement is ensuring that there is a qualified and competent teacher in every classroom?**

- a. 10%
- b. 17%
- c. 39%
- d. 52%

**11. Of the following, which aspect of teaching is most important to students?**

- a. Caring about students
- b. Believing all children can learn
- c. Knowing the subject areas
- d. Maintaining discipline in the classroom

**12. According to teachers, what is the number one reason for professional growth?**

- a. To improve student achievement
- b. To improve teaching skills
- c. To network
- d. To advance one's career

**13. What percentage of teachers believe weekly scheduled collaboration with other teachers improves their classroom teaching?**

- a. 62%
- b. 72%
- c. 82%
- d. 92%

**14. What do principals believe is the most important role of a principal?**

- a. Maintaining discipline and safety
- b. Creating a supportive environment for teaching and learning
- c. Supporting parents' involvement in their children's education
- d. Managing the school's budget and obtaining additional funds

**15. Which strategy do principals believe is most effective for recruiting and retaining teachers?**

- a. Providing financial incentives
- b. Providing mentoring and on-going support for new teachers
- c. Involving teachers in the creation of policies that they will be implementing
- d. Providing career growth opportunities

**16. Which professional development activity do most teachers feel improves their teaching?**

- a. New methods of teaching
- b. Integration of education technology in their grade or subject
- c. In-depth study in the subject area of their main teaching assignment
- d. Student performance assessment

**17. Which of the following professional development activities did the most teachers participate in during the last 12 months?**

- a. Regularly scheduled collaboration with other teachers
- b. Networking with teachers outside their school
- c. Individual or collaborative research
- d. Common planning period for team teachers

**18. What percentage of public school teachers believe that being mentored formally by another teacher at least once a week improves their classroom teaching moderately or better?**

- a. 58%
- b. 68%
- c. 78%
- d. 88%

**19. According to the 2001 National Board Certified Teachers' Leadership Survey, what percentage agree that they are satisfied with the quantity and quality of ongoing professional development opportunities in their schools?**

- a. 70%
- b. 60%
- c. 50%
- d. 40%

**20. According to the Educational Testing Service's 2000 report, *How Teaching Matters*, all of the following increase student outcomes in science except:**

- a. Major/minor in science/science education
- b. Professional development in laboratory skills
- c. Professional development in classroom management
- d. Using frequent tests
- e. Hands-on learning

**You can download and print PDF versions of the Professional Development IQ Test and Answers from the NSDC web site at [www.nsd.org/library/pdiq.html](http://www.nsd.org/library/pdiq.html).**

# Professional Development IQ Test Answers

The correct answers are highlighted **in bold**.

**I. According to the public, what is the most important characteristic for teachers to possess?**

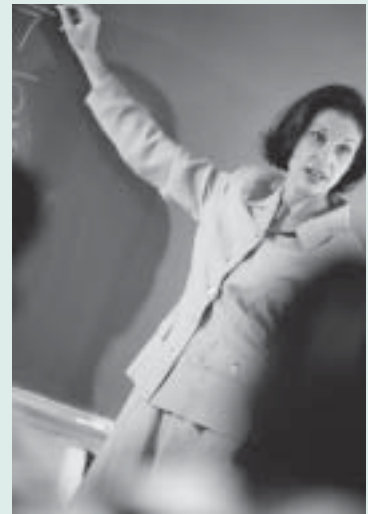
- a. Ability to communicate with parents
- b. Thoroughly educated in subject area
- c. Understanding how people learn
- d. Well-trained and knowledgeable about how to teach effectively**

**Source:** *The Essential Profession: A National Survey of Public Attitudes Toward Teaching, Educational Opportunity, and School Reform*, by David Haselkorn and Louis Harris, Recruiting New Teachers, 1998. See more information about and ordering information for this survey: [www.rnt.org/publications/essential.html](http://www.rnt.org/publications/essential.html).

## QUESTION # 1

### What the public wants from its teachers

- 92%** Well-trained and knowledgeable about how to teach effectively
- 91%** Thoroughly educated in subject area
- 90%** Ability to establish good relationships with children and adolescents
- 90%** Understanding how people learn
- 86%** Ability to communicate with parents
- 83%** Basic sensitivity to each child as an individual
- 79%** At least one semester's experience in a classroom as a student teacher
- 76%** In-depth understanding of child and adolescent development



**Source:** *The Essential Profession: A National Survey of Public Attitudes Toward Teaching, Educational Opportunity, and School Reform*, David Haselkorn and Louis Harris, 1998. Recruiting New Teachers, [www.rnt.org/publications/essential.html](http://www.rnt.org/publications/essential.html).

# Professional Development IQ Test Answers

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**2. Which strategy does the public believe has the greatest potential for improving schools?**

- a. Reducing class size
- b. Recruiting and retaining better teachers**
- c. Requiring standardized tests for promotion
- d. Giving greater control to the local level

**Source:** *Teacher Quality: A Review of Existing Survey Data*, Belden Russonello & Stewart Research and Communications, August 1999.

**3. What percentage of the public supports school-financed professional development opportunities as a means of attracting and retaining public school teachers?**

- a. 90%
- b. 85%**
- c. 70%
- d. 55%

**Source:** 31st Annual Phi Delta Kappa/Gallup Poll of the Public's Attitudes Toward the Public Schools as reported in *Teacher Education Reports* newsletter (Vol. 21, No. 16), Aug. 23, 1999. See information about this annual poll at [www.pdkintl.org/kappan/kpollpdf.htm](http://www.pdkintl.org/kappan/kpollpdf.htm).

QUESTION # 3			
Support for various ways to attract and retain public school teachers			
	Favor	Oppose	Don't Know
Increased pay for teachers who demonstrate high performance	90%	9%	1%
Loans and scholarships for prospective teachers	86%	12%	2%
<b>School-financed, professional development opportunities</b>	<b>85%</b>	<b>12%</b>	<b>3%</b>
Tax credit for teachers who demonstrate high performance	63%	37%	*
Increased pay for all teachers	62%	37%	1%

\* Less than one-half of 1%

**Source:** 31st Annual Phi Delta Kappa/Gallup Poll of the Public's Attitudes Toward the Public Schools as reported in *Teacher Education Reports* newsletter (Vol. 21, No. 16), Aug. 23, 1999, Washington, DC: Feistritz Publications.

**4. According to research, what school investment yields the greatest increase in student achievement?**

- a. Lowering class size
- b. Increasing teacher salaries
- c. Increasing teacher experience
- d. Increasing teacher education**

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**5. According to the National Credibility Index, which of the following people is the most believable when speaking out on public issues?**

- a. Member of the armed forces
- b. Teacher**
- c. Community activist
- d. National expert

**Source:** *Teacher Quality: A Review of Existing Survey Data*, by Belden Russonello & Stewart Research and Communications, August 1999. See information about the National Credibility Index at [www.stonypoint-pr.com/credibility\\_index.htm](http://www.stonypoint-pr.com/credibility_index.htm).

# Professional Development IQ Test Answers

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## QUESTION #5

### National Credibility Index™

Public Figure	Credibility Score*
Supreme Court Justice	81.3
<b>Teacher</b>	<b>80.7</b>
National expert	78.6
Member of the armed forces	73.0
Local business owner	72.2
Ordinary citizen	71.8
Local religious leader	71.8
High-ranking military officer	71.7
School official	71.3
National religious leader	69.2
Network TV news anchor	66.8
Representative for a local newspaper or TV station	66.6
Reporter for a local newspaper or TV station	65.8
National civil rights leader	65.6
U.S. Senator	64.2
Wall Street executive	57.9
U.S. President	56.9
Candidate for public office	53.1
Head of a national labor union	53.0
Famous athlete	52.1
Political party leader	48.6
Famous entertainer	46.8
TV or radio talk show host	46.6

Research/Strategy/Management, Inc., conducted for the Public Relations Society of America Foundation and The Rockefeller Foundation, 1998. N=1,000 adults.

\*Respondents were asked to rate the credibility of public figures according to "how believable or unbelievable you think they are when they speak out on a public issue: very credible, somewhat credible, not so credible or not at all credible." Responses were recoded into 0 (not at all) to 100 (very). Belden Russonello & Stewart.

**Source:** *Teacher Quality: A Review of Existing Survey Data*, Belden Russonello & Stewart Research and Communications, August 1999.

**6. According to research by Ron Ferguson, which factor constitutes 44% of the impact on student learning?**

- a. Class size
- b. Qualifications of teacher**
- c. Family involvement and support
- d. Socio-economic status of family

**Source:** "Paying for public education: New evidence of how and why money matters," by Ronald Ferguson, *Harvard Journal on Legislation*, Vol. 28.

**7. What percentage of the public believes we should increase funding for programs to keep teachers up to date?**

- a. 35%
- b. 50%
- c. 66%
- d. 70%**

**Source:** *National Survey of Parents of Public School Students*, by Bennett, Petts, & Blumenthal, conducted for the National Parent Teachers Association, 1998. N=800 parents of children in public schools. See the entire survey at [www.pta.org/programs/parentsur/summary.htm#results](http://www.pta.org/programs/parentsur/summary.htm#results).

# Professional Development IQ Test Answers

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**8. What percentage of teachers believe that professional development programs “generally waste their time”?**

- a. 10.5%
- b. 27.4%
- c. 41.7%
- d. 64.7%

**Source:** *Schools and Staffing Survey: 1993-94*, U.S. Department of Education, National Center for Education Statistics. N=about 65,800 teachers who had participated in professional development programs on various topics. See information about the Schools and Staffing Survey at <http://nces.ed.gov/surveys/sass/>.

**9. Which of the following strategies did superintendents and principals identify as the most effective for improving teacher quality?**

- a. Reducing class size
- b. Increasing teacher salaries
- c. **Increasing professional development opportunities for teachers**
- d. Requiring secondary level teachers to major in the subjects they are teaching

**Source:** Public Agenda, 2000.

## QUESTION # 8

### Influence of professional development on practices, according to teachers participating in programs

	Agree
Provided me with new information	84.9%
Caused me to change my teaching practices	64.7%
Caused me to seek further information/training	62.6%
Changed my views on teaching	41.7%
Generally wasted my time	10.5%

**Source:** U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey: 1993-94, N=approximately 65,800 teachers who had participated in professional development programs on various topics.

## QUESTION # 9

### Measures that effectively improve teacher quality

How effective do you think each of the following proposals would be in terms of improving teacher quality?

	% RESPONDING	
	Very effective/ somewhat effective	Not too effective/ Not effective at all
Reducing class size	94	7
Requiring teachers at the secondary level to major in the subjects they are teaching	94	4
<b>Increasing professional development opportunities for teachers</b>	<b>97</b>	<b>2</b>
Increasing teacher salaries	94	6
Requiring new teachers to spend much more time teaching in classrooms under the supervision of experienced teachers	97	3

*Superintendents/Principals N=511*

**Source:** Public Agenda, 2000



# Professional Development IQ Test Answers

continued from previous page

**10. According to the September 2000 Gallup Poll, what percentage of the public feels that the strategy with the most promise for improving achievement is ensuring that there is a qualified and competent teacher in every classroom?**

- a. 10%
- b. 17%
- c. 39%
- d. 52%**

**Source:** 32nd Annual Phi Delta Kappa/ Gallup Poll (Sept. 2000). See information about this annual poll at [www.pdkintl.org/kappan/kpollpdf.htm](http://www.pdkintl.org/kappan/kpollpdf.htm).


**11. Of the following, which aspect of teaching is most important to students?**

- a. Caring about students
- b. Believing all children can learn
- c. Knowing the subject areas**
- d. Maintaining discipline in the classroom

**Source:** *The MetLife Survey of the American Teacher: Key Elements of Quality Schools; A Survey of Teachers, Students, and Principals* by Dana Markow, Sarah Fauth, and Diana Gravitch, 2001. See information about the MetLife Survey at [www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html](http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html).

QUESTION # 13

## Teachers' perception of the effectiveness of collaboration



To what extent did regularly scheduled collaboration with other teachers, excluding meetings held for administrative purposes, improve your classroom teaching?

<div style="background-color: #008080; height: 10px; width: 100%;"></div>	<b>49% A lot</b>
<div style="background-color: #008080; height: 10px; width: 33%;"></div>	<b>33% Moderately</b>
<div style="background-color: #008080; height: 10px; width: 15%;"></div>	<b>15% Somewhat</b>
<div style="background-color: #008080; height: 10px; width: 3%;"></div>	<b>3% Not at all</b>

**Source:** U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, Teacher Survey on Professional Development and Training, 1998.

**12. According to teachers, what is the number one reason for professional growth?**

- a. To improve student achievement**
- b. To improve teaching skills
- c. To network
- d. To advance one's career

**Source:** *A National Survey of Teachers* was conducted for NFIE by Washington-based Greenberg Research, Inc. and the Feldman Groups with support from the NEA Research Department and NFIE. See information about this survey in the NFIE report, *Teachers Take Charge of Their Learning*. [http://nfie.org/publications/takecharge\\_exec.htm](http://nfie.org/publications/takecharge_exec.htm).

**13. What percentage of teachers believe that weekly scheduled collaboration with other teachers improves their classroom teaching?**

- a. 62%
- b. 72%
- c. 82%**
- d. 92%

**Source:** *Teacher Survey on Professional Development and Training*, U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, 1998. See information and reports from the Fast Response Survey System: <http://nces.ed.gov/surveys/frss/>.



# Professional Development IQ Test Answers

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## 14. What do principals believe is the most important role of a principal?

- Maintaining discipline and safety
- Creating a supportive environment for teaching and learning**
- Supporting parents' involvement in their children's education
- Managing the school's budget and obtaining additional funds

**Source:** *The MetLife Survey of the American Teacher: Key Elements of Quality Schools; A Survey of Teachers, Students, and Principals* by Dana Markow, Sarah Fauth, and Diana Gravitch, 2001. See information about the MetLife Survey at [www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html](http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html).

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**Source:** *The MetLife Survey of the American Teacher: Key Elements of Quality Schools; A Survey of Teachers, Students, and Principals* by Dana Markow, Sarah Fauth, and Diana Gravitch, 2001. See information about the MetLife Survey at [www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html](http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P2315,00.html).

## QUESTION # 16

### Professional development activities teachers feel most improve their teaching

CONTENT AREA	IMPROVED CLASSROOM TEACHING		
	A LOT	MODERATELY	A LOT + MODERATELY
State or district curriculum and performance standards	12	36	48
Integration of educational technology in the grade or subject you teach	21	38	59
New methods of teaching	22	42	64
<b>In-depth study in the subject area of your main teaching assignment</b>	<b>28</b>	<b>44</b>	<b>72</b>
Student performance assessment	17	39	56
Classroom management, including student discipline	19	39	58
Addressing the needs of students with disabilities	14	36	50
Addressing the needs of students with limited English proficiency or from diverse cultural backgrounds	18	34	52

**Source:** U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, Teacher Survey on Professional Development and Training, 1998.

# Professional Development IQ Test Answers

continued from previous page

**16. Which professional development activity do most teachers feel improves their teaching?**

- a. New methods of teaching
- b. Integration of education technology in their grade or subject
- c. In-depth study in the subject area of their main teaching assignment**
- d. Student performance assessment

**Source:** *Teacher Survey on Professional Development and Training*, U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, 1998. See information and reports from the Fast Response Survey System: <http://nces.ed.gov/surveys/frss/>.

**17. Which of the following professional development activities did the most teachers participate in during the last 12 months?**

- a. Regularly scheduled collaboration with other teachers**
- b. Networking with teachers outside their school
- c. Individual or collaborative research
- d. Common planning period for team teachers

**Source:** *Teacher Survey on Professional Development and Training*, U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, 1998. See information and reports from the Fast Response Survey System: <http://nces.ed.gov/surveys/frss/>.

**18. What percentage of public school teachers believe that being mentored formally by another teacher at least once a week improves their classroom teaching moderately or better?**

- a. 58%
- b. 68%
- c. 78%
- d. 88%**

**Source:** *Teacher Survey on Professional Development and Training*, U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, 1998. See information and reports from the Fast Response Survey System: <http://nces.ed.gov/surveys/frss/>.

## QUESTION # 17



### Grades given to teacher training, by teachers

	1997	1989	1984
A & B	64%	57%	49%
A	23%	17%	14%
B	41%	40%	35%
C	25%	32%	33%
D	8%	7%	10%
Fail	2%	3%	6%
Don't Know	1%	1%	2%

**Source:** *Phi Delta Kappan Teacher's Poll*, 1997, N=714 public school teachers,

# Professional Development IQ Test Answers

continued from previous page

## QUESTION # 18

### Teachers' perception of the effectiveness of mentoring

To what extent did being formally mentored by another teacher at least once a week improve your classroom teaching?

A lot	70%
Moderately	18%
Somewhat	11%
Not at all	1%



**Source:** U.S. Department of Education, National Center for Education Statistics, Fast Response Survey System, Teacher Survey on Professional Development and Training, 1998.

**19. According to the 2001 National Board Certified Teachers' Leadership Survey, what percentage agree that they are satisfied with the quantity and quality of ongoing professional development opportunities in their schools?**

- 70%
- 60%
- 50%
- 40%**

**Source:** *Leadership Survey*, National Board for Professional Teaching Standards, 2001.

**20. According to the Educational Testing Service's 2000 report, *How Teaching Matters*, all of the following increase student outcomes in science except:**

- Major/minor in science/science education
- Professional development in laboratory skills
- Professional development in classroom management**
- Using frequent tests
- Hands-on learning

**Source:** *How Teaching Matters*, by Harold Wenglinsky, Educational Testing Service, 2000. Download this publication from [www.ets.org/research/pic/teamat.pdf](http://www.ets.org/research/pic/teamat.pdf).

**Additional Source:** *Investing in Teaching Databook*, by Shannon Dunphy, National Alliance of Business, 2000.

## Tools For Schools

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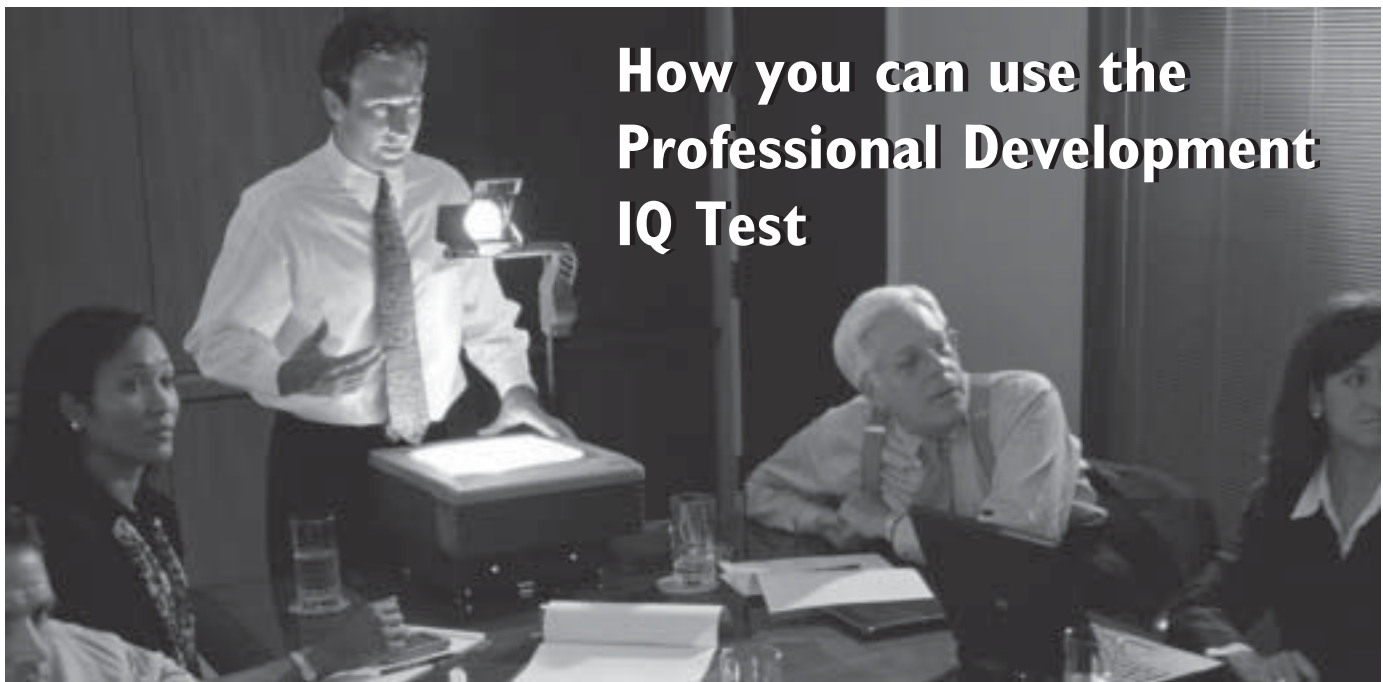
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To order, contact NSDC's main business office.

**Postmaster:** Send address changes to the National Staff Development Council, P.O. Box 240, Oxford, OH 45056.



## How you can use the Professional Development IQ Test

- **ADMINISTER THE IQ TEST** to school board members or legislators to help them learn more about professional development.
- **KICK OFF YOUR** beginning-of-the-year meeting with parent groups by having them take the quiz. This will help them better understand the relationship between quality teaching and improved learning.
- **USE THE INDIVIDUAL CHARTS** in the IQ test as you make presentations to your school board, state legislators, or other interest groups.
- **PASS OUT THE QUIZ** before you speak to a local service club about educational quality issues. Ask the participants to take the quiz as they wait for their meal. Then weave the answers into your presentation or pass out the answers at the end of your speech.
- **OFFER THE QUIZ TO** your local newspaper. We're happy to have them use it as long as they properly credit NSDC.
- **PUBLISH INDIVIDUAL QUESTIONS** from the quiz in your school or district newsletter. Again, if you choose, this option, be sure to credit NSDC and the source of information for each question and answer.

### NATIONAL STAFF DEVELOPMENT COUNCIL

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