

# Professional learning as a creative process: A new learning map for differentiation



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This presentation is a supplement to the full article. Download more information, resources, and tools to help you implement these ideas in *Tools for Learning Schools* (Spring 2014).

Available at [www.learningforward.org/tools](http://www.learningforward.org/tools).



# Preparation

“Become immersed in problematic issues that are interesting and arouse curiosity.”

The five-stage process starts with preparation, which can happen at varying degrees of depth. Educators in this stage are exploring introductory concepts and seeking basic understanding.

Source: **Armstrong, A. (2014, Spring)**. Professional learning as a creative process: A new learning map for differentiation. *Tools for Learning Schools*. 17(3). (pp. 1-3).



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# Incubation

“Let ideas churn below the threshold of consciousness. Unexpected combinations form, leading to domain-changing breakthroughs.”

During the incubation stage, the team is working with manipulating the new information, asking questions, and thinking about how to tailor the new concepts.

Source: **Armstrong, A. (2014, Spring)**. Professional learning as a creative process: A new learning map for differentiation. *Tools for Learning Schools*. 17(3). (pp. 1-3).



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# Evaluation

“Decide if the insight or resolution is valuable and worth pursuing. Individuals must decide if their ideas make sense, and the hard work of turning the creation into reality begins.”

Once an idea has surfaced, barriers have been broken down and educators can begin experimenting and prototyping.

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# Elaboration

“Translate the insights into its final work. Here, it is the act of creating that drives the process forward, melding hard work and the enjoyment of the creative process.”

After the evaluation process, the last phase is continuous improvement, where the team continues to measure results and think of ways to make nuanced improvements.

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# Differentiation

The opportunity for differentiation within this five-step process begins with the flexible and recursive nature of the stages.

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