



On your own or with a team, use these survey questions to surface perspectives on how your district office has shifted its approach, responsibilities, and support for standards-based professional learning. Use the questions to engage in discussion about what shifts might be valuable.

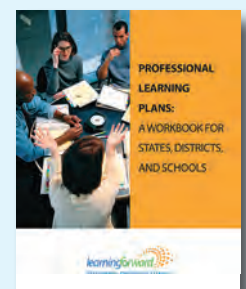
		STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE
1	Our district office has made significant shifts to ensure professional learning is effective, efficient, and equitable.					
2	Most members of our district office staff are knowledgeable about effective professional learning.					
3	Most members of our district office staff establish or advocate for resources, policies, and practices tied to effective professional learning.					
4	Most members of our district office staff have roles and responsibilities that align with and support systemwide effective professional learning.					
5	Most members of our district office staff help educators at the school level understand professional learning.					
6	Most of the support our district office provides is aligned with Learning Forward's Standards for Professional Learning.					

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PLAN LEARNING EFFECTIVELY

At whatever level they work in a system, educators are more likely to achieve impact through professional learning when that learning is planned carefully. *Professional Learning Plans: A Workbook for States, Districts, and Schools* offers a seven-step planning process that begins with needs analysis and cycles through to evaluation and implementation.

www.learningforward.org/docs/default-source/commoncore/professional-learning-plans.pdf



WHAT SUPERINTENDENTS SAY

Gallup and *Education Week* launched a panel focused on U.S. superintendents to track and understand their opinions on important topics and issues facing education. Gallup surveys these leaders every quarter on an annual basis. Here are key findings on professional learning from the inaugural study.



Gallup-*Education Week* survey results

Three in 10 (30%) superintendents strongly agree that their school district has an effective ongoing professional development program designed for teachers. Less than two in 10 (17%) superintendents strongly agree that their school district has an effective ongoing professional development program designed for principals.

On a five-point scale, where **5 means strongly agree** and **1 means strongly disagree**, please indicate your level of agreement with each of the following statements.

		1 STRONGLY DISAGREE	2	3	4	5 STRONGLY AGREE	DON'T KNOW, DOESN'T APPLY
A	My school district has an effective ongoing professional development program designed for teachers.	1%	5%	20%	44%	30%	0%
B	My school district has an effective ongoing professional development program designed for principals.	3%	13%	29%	37%	17%	1%

SOURCE: Gallup. (2013, June 6). *Gallup-Education Week superintendent panel — Inaugural survey findings.* Washington, DC: Author.

TAKE THE FIRST STEP TO IMPROVE RESULTS

Hayes Mizell, Learning Forward's distinguished senior fellow, says the Gallup/EdWeek survey results are informative and sobering:

“Some leaders regard professional development as a routinized component of the school system that drifts from year to year with little coherent direction, oversight, or assessment. Where this is the case, professional development has little impact, and it ultimately leads to low expectations and benign neglect. Superintendents may not invest in developing ‘an effective ongoing professional development program’ because they don’t believe it’s worth their effort. ...

“Many superintendents retain a mental model of professional development formed by their past inappropriate staff development experiences. These superintendents now need to educate themselves about new standards and modes of professional learning that are yielding impressive results in school systems that take them seriously. That is the first step toward more positive responses to future Gallup/EdWeek surveys.”



Mizell

SOURCE: Mizell, H. (2013, July 16). *Superintendents need a new view on professional learning.* Available at <http://bit.ly/1xfGAOB>.