BACKMAPPING MODEL FOR PLANNING RESULTS-BASED PROFESSIONAL LEARNING

The Backmapping Model for Planning Results-Based Professional Learning describes a seven-step process for planning professional learning. Use these steps and the key questions to consider for each step to help structure discussions and reflections. Discuss the questions and identify other questions to answer during each step.

Step 1

Analyze student learning needs.

- What do we want students to know and be able to do?
- What knowledge and skills are students missing? Where are the gaps in their learning?
- Which students are most affected?

Step 2

Identify characteristics of community, district, school, department, and staff.

- What are the unique characteristics of this learning community that will influence how to implement successful professional learning?

Step 3

Develop improvement goals and specific student outcomes.

- What are our improvement goals for students, educators, and our school/district?

Step 4

Identify educator learning needs.

- What knowledge, attitudes, skills, aspirations, and behaviors do educators need to meet the improvement goals?

Step 5

Study the research for specific professional learning programs, strategies, or interventions.

- What are the characteristics of interventions that have successfully achieved our goals?
- Where have they been successful?
- Under what conditions have they worked?

Step 6

Plan intervention, implementation, and evaluation.

- What are our key strategies?
- Who will be responsible for implementing the program?
- What is the timeline for implementation?
- What resources are necessary for success?
- What are the critical benchmarks for progress?
- How will teachers receive coaching and feedback?

Step 7

Implement, sustain, and evaluate the professional development intervention.

- How will we support ongoing implementation?
- What indicators will tell us if we are making appropriate progress?
- What information can we glean from the evaluation to help us make improvements?

Improved student learning