

## Guide to Selecting a Powerful Design

| Design                                       | Why is the professional learning occurring?  |   |                               |                                       |  |                                      |                 |                              |
|--|--|---|-------------------------------|---------------------------------------|--|--------------------------------------|-----------------|------------------------------|
|  | Purposes, beyond adult learning and application of that learning, that can be accomplished with these designs. |   |                               |                                       |  |                                      |                 |                              |
|  | Gathering data in a school   | Gathering information from external sources | Creating a learning community | Changing classroom and school culture | Working on standards, curriculum, and assessment | Focusing on pedagogy and instruction | Changing policy | Developing leadership skills |
| Accessing Student Voices                     | X  |   | X                             | X                                     |  | X                                    | X               |                              |
| Action Research                              | X  | X   | X                             | X                                     | X  | X                                    | X               |                              |
| Assessment as Professional Learning          |  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Classroom Walk-Throughs                      | X  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Coaching Principals                          | X  |   | X                             |                                       |  |                                      | X               | X                            |
| Collaborative Assessment of Student Learning | X  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Critical Friends Groups                      | X  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Curriculum as Professional Learning          |  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Data Analysis                                | X  | X   |                               |                                       | X  |                                      | X               |                              |
| Dialogue                                     |  |   | X                             | X                                     |  |                                      |                 |                              |
| Digital Teacher Portfolios                   | X  |   | X                             | X                                     |  |                                      |                 |                              |
| Instructional Coaching                       |  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Instructional Rounds                         | X  | X<br>(Learning from other schools)          |                               |                                       | X  | X                                    | X               |                              |
| Lesson Study                                 | X  | X   | X                             | X                                     | X  | X                                    |                 |                              |
| Online Coaching                              | X  |   |                               | X                                     | X  | X                                    |                 |                              |
| Online Courses                               |  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Online Protocols                             |  |   | X                             | X                                     | X  | X                                    |                 |                              |
| Professional Learning Communities            | X  | X   | X                             | X                                     | X  | X                                    |                 |                              |
| Shadowing                                    | X  | X   | X                             | X                                     | X  | X                                    | X               |                              |
| Social Media                                 |  | X   | X                             | X                                     | X  | X                                    | X               |                              |
| Teacher-led Conferences                      |  |   | X                             | X                                     | X  | X                                    |                 | X                            |
| Videos                                       |  |   |                               | X                                     | X  | X                                    |                 |                              |
| Visual Dialogue                              | X  | X   | X                             | X                                     | X  | X                                    | X               |                              |
| Webinars                                     |  |   |                               | X                                     | X  | X                                    | X               |                              |

| Design                                       | Who should be involved?   |                 |                         |                                    |                                       |                   |          |              |         |                               |
|--|---|-----------------|-------------------------|------------------------------------|---------------------------------------|-------------------|----------|--------------|---------|-------------------------------|
|  | Responsible leaders, participants, beneficiaries of professional learning |                 |                         |                                    |                                       |                   |          |              |         |                               |
|  | Classroom teachers  | Classroom aides | Building administrators | District administrators            | University/College faculty*           | Community parents | Students | Policymakers | Coaches | External TA (eg BOCES, RESCs) |
| Accessing Student Voices                     | X   |                 | X                       | X                                  |                                       |                   | X        |              |         |                               |
| Action Research                              | X   |                 | X                       |                                    | X*                                    |                   |          |              |         |                               |
| Assessment as Professional Learning          | X   |                 | X                       |                                    | X*                                    |                   |          |              |         |                               |
| Classroom Walk-Throughs                      | X   |                 | X                       |                                    |                                       |                   |          |              |         |                               |
| Coaching Principals                          |   |                 | X                       |                                    |                                       |                   |          |              | X       |                               |
| Collaborative Assessment of Student Learning | X   |                 |                         |                                    |                                       |                   |          |              |         |                               |
| Critical Friends Groups                      | X   |                 | X                       | X                                  |                                       |                   |          |              |         |                               |
| Curriculum as Professional Learning          | X   |                 | X                       | X                                  | X*                                    |                   |          |              |         |                               |
| Data Analysis                                | X   |                 | X                       | X (Data help from district office) |                                       |                   |          |              |         |                               |
| Dialogue                                     | X   | X               | X                       | X                                  |                                       | X                 |          | X            |         |                               |
| Digital Teacher Portfolios                   | X   |                 | X                       | X                                  |                                       |                   |          |              |         |                               |
| Instructional Coaching                       | X   |                 | X                       | X                                  |                                       |                   |          |              | X       |                               |
| Instructional Rounds                         | X   |                 | X                       | X                                  |                                       |                   |          |              |         |                               |
| Lesson Study                                 | X   |                 |                         |                                    | X                                     |                   |          |              |         |                               |
| Online Coaching                              | X   |                 | X                       |                                    |                                       |                   |          |              |         | X                             |
| Online Courses                               | X   | X               | X                       | X                                  | X (May be developers)                 | X                 |          | X            |         |                               |
| Online Protocols                             | X   |                 | X                       |                                    |                                       |                   |          |              |         |                               |
| Professional Learning Communities            | X   | X               | X                       | X**                                | X**                                   |                   |          |              |         |                               |
| Shadowing                                    | X***  | X               | X***                    | X***                               | X                                     | X                 | X***     | X            |         |                               |
| Social Media                                 | X   |                 | X                       | X                                  | X                                     | X                 |          |              |         |                               |
| Teacher-led Conferences                      | X (Should lead)   |                 |                         |                                    | X (Should include teacher candidates) |                   | X        |              |         |                               |
| Videos                                       | X   |                 | X                       | X                                  | X                                     |                   |          |              |         |                               |
| Visual Dialogue                              | X   |                 | X                       | X                                  |                                       | X                 |          | X            |         |                               |
| Webinars                                     | X   | X               | X                       | X                                  |                                       | X                 |          | X            |         |                               |

\* In a support role e.g. providing subject-area assistance

\*\* Their own PLCs

\*\*\* Can shadow and be shadowed

| Design                                       | What is the configuration of participants?    |                             |                              |  |
|--|---|-----------------------------|------------------------------|--|
|  | Groupings that support participants' learning |                             |                              |  |
|  | Individuals                                   | Pairs                       | Groups                       | Individuals and groups                       |
| Accessing Student Voices                     | X   | X (student and interviewer) | X (students and interviewer) |  |
| Action Research                              | X   | X                           | X                            | X (Individuals process together)             |
| Assessment as Professional Learning          |   |                             | X                            |  |
| Classroom Walk-Throughs                      | X   | X                           | X                            | X (Individuals process in a group)           |
| Coaching Principals                          |   | X                           |                              |  |
| Collaborative Assessment of Student Learning |   | X                           |                              | X  |
| Critical Friends Groups                      |   |                             | X                            |  |
| Curriculum as Professional Learning          |   |                             | X                            | X (Work in groups and then try individually) |
| Data Analysis                                |   |                             | X                            |  |
| Dialogue                                     |   |                             | X                            |  |
| Digital Teacher Portfolios                   | X   |                             |                              | X (Share portfolios)                         |
| Instructional Coaching                       |   | X                           |                              |  |
| Instructional Rounds                         |   |                             | X                            |  |
| Lesson Study                                 |   |                             | X                            |  |
| Online Coaching                              |   | X                           |                              |  |
| Online Courses                               | X   |                             |                              | X (May form PLCs)                            |
| Online Protocols                             |   |                             | X                            |  |
| Professional Learning Communities            |   |                             | X                            |  |
| Shadowing                                    |   | X                           |                              | X (Shadow in pairs and debrief in groups)    |
| Social Media                                 | X   |                             |                              | X (May form online networks)                 |
| Teacher-led Conferences                      |   |                             | X                            |  |
| Videos                                       |   |                             |                              | X  |
| Visual Dialogue                              |   |                             | X                            |  |
| Webinars                                     | X   |                             |                              | X (May form online networks)                 |

| Design                                       | How is professional learning conducted? (Part 1) |                                  |                        |                                   |   |                                  |  |
|--|--|----------------------------------|------------------------|-----------------------------------|---|----------------------------------|--|
|  | Technology                                       |                                  |                        | Focal point                       |   |                                  |  |
|  | Technology:<br>All/Mostly<br>face-to-face        | Technology:<br>All/Mostly online | Technology:<br>Blended | Involves looking<br>at classrooms | Involves looking<br>at whole school,<br>district, or<br>community | Involves deep<br>self-reflection | Involves looking<br>at student work/<br>Students |
| Accessing Student Voices                     |  |                                  | X                      | X                                 | X   |                                  | X  |
| Action Research                              |  |                                  | X                      | X                                 | X   | X                                | X  |
| Assessment as Professional Learning          | X  |                                  |                        |                                   | X   | X                                | X  |
| Classroom Walk-Throughs                      | X  |                                  |                        | X                                 |   | X                                | X  |
| Coaching Principals                          | X  |                                  | X                      |                                   | X   | X                                |  |
| Collaborative Assessment of Student Learning | X  |                                  |                        | X                                 |   | X                                | X  |
| Critical Friends Groups                      | X  |                                  | X                      |                                   |   | X                                | X  |
| Curriculum as Professional Learning          |  |                                  | X                      |                                   |   | X                                | X  |
| Data Analysis                                | X  |                                  | X<br>(Surveys)         |                                   | X   |                                  | X  |
| Dialogue                                     | X  |                                  |                        | X                                 | X   | X                                | X  |
| Digital Teacher Portfolios                   |  |                                  | X                      | X                                 |   | X                                |  |
| Instructional Coaching                       | X  |                                  |                        | X                                 | X   | X                                | X  |
| Instructional Rounds                         | X  |                                  |                        | X                                 | X   | X                                | X  |
| Lesson Study                                 | X  |                                  |                        | X                                 |   | X                                | X  |
| Online Coaching                              |  | X                                | X                      | X                                 |   | X                                | X  |
| Online Courses                               |  | X                                |                        | X                                 | X   | X                                | X  |
| Online Protocols                             |  |                                  | X                      | X                                 | X   | X                                | X  |
| Professional Learning Communities            | X  |                                  |                        | X                                 | X   |                                  | X  |
| Shadowing                                    | X  |                                  |                        | X                                 | X   | X                                | X  |
| Social Media                                 |  | X                                |                        |                                   | X   | X                                | X  |
| Teacher-led Conferences                      | X  |                                  |                        | X                                 | X   | X                                | X  |
| Videos                                       |  |                                  | X                      | X                                 | X   |                                  | X  |
| Visual Dialogue                              | X  |                                  |                        |                                   | X   | X                                |  |
| Webinars                                     |  | X                                |                        | X                                 | X   |                                  |  |

| Design                                       | How is professional learning conducted? (Part 2) |                          |                                     |                 |                   |                               |                                 |                             |               |
|--|--|--------------------------|-------------------------------------|-----------------|-------------------|-------------------------------|---------------------------------|-----------------------------|---------------|
|  | Features of professional learning designs        |                          |                                     |                 |                   |                               |                                 |                             |               |
|  | Good for collaboration                           | Good for problem-solving | Results in development of a product | Is experiential | Involves modeling | Facilitator needed or helpful | Needs administrator involvement | Needs administrator support | Needs coaches |
| Accessing Student Voices                     |  | X                        |                                     | X               |                   | X                             | X                               |                             |               |
| Action Research                              |  | X                        | X                                   | X               |                   |                               |                                 | X                           |               |
| Assessment as Professional Learning          | X  |                          | X                                   |                 |                   | X                             |                                 | X                           |               |
| Classroom Walk-Throughs                      | X  | X                        |                                     | X               |                   | X                             | X                               |                             |               |
| Coaching Principals                          |  | X                        |                                     | X               |                   |                               | X                               | X                           | X             |
| Collaborative Assessment of Student Learning | X  | X                        |                                     | X               |                   |                               |                                 | X                           |               |
| Critical Friends Groups                      | X  | X                        |                                     | X               |                   | X                             |                                 | X                           |               |
| Curriculum as Professional Learning          | X  |                          | X                                   |                 |                   | X                             |                                 | X                           |               |
| Data Analysis                                | X  | X                        | X                                   | X               |                   | X                             | X                               |                             |               |
| Dialogue                                     | X  |                          |                                     | X               | X                 | X                             |                                 | X                           |               |
| Digital Teacher Portfolios                   |  |                          | X                                   | X               |                   |                               |                                 | X                           |               |
| Instructional Coaching                       | X  | X                        |                                     |                 | X                 |                               |                                 | X                           | X             |
| Instructional Rounds                         | X  | X                        | X                                   | X               |                   | X                             | X                               |                             |               |
| Lesson Study                                 | X  | X                        | X                                   | X               |                   |                               |                                 | X                           |               |
| Online Coaching                              |  | X                        |                                     | X               | X                 | X                             |                                 |                             | X             |
| Online Courses                               |  |                          | X                                   |                 | X                 | X                             |                                 | X                           |               |
| Online Protocols                             | X  | X                        |                                     |                 |                   | X                             |                                 | X                           |               |
| Professional Learning Communities            | X  | X                        |                                     | X               |                   |                               |                                 | X                           |               |
| Shadowing                                    |  |                          |                                     | X               |                   |                               |                                 | X                           |               |
| Social Media                                 |  |                          |                                     | X               |                   |                               |                                 | X                           |               |
| Teacher-led Conferences                      | X  |                          |                                     | X               | X                 |                               |                                 |                             |               |
| Videos                                       |  | X                        | X                                   |                 | X                 |                               |                                 | X                           |               |
| Visual Dialogue                              | X  | X                        | X                                   | X               |                   | X                             | X                               |                             |               |
| Webinars                                     |  |                          | X                                   | X               | X                 | X                             |                                 | X                           |               |

|   | How is professional learning conducted? (Part 3) |                                 |
|---|--|---------------------------------|
|   | Size of investment                               |                                 |
|   | \$1000 or under per participant*                 | \$1000 or over per participant* |
| <b>Design</b>                                       |  |                                 |
| <b>Accessing Student Voices</b>                     | X  |                                 |
| <b>Action Research</b>                              | X  |                                 |
| <b>Assessment as Professional Learning</b>          |  | X                               |
| <b>Classroom Walk-Throughs</b>                      | X  |                                 |
| <b>Coaching Principals</b>                          |  | X                               |
| <b>Collaborative Assessment of Student Learning</b> | X  |                                 |
| <b>Critical Friends Groups</b>                      | X  |                                 |
| <b>Curriculum as Professional Learning</b>          |  | X                               |
| <b>Data Analysis</b>                                |  | X                               |
| <b>Dialogue</b>                                     | X  |                                 |
| <b>Digital Teacher Portfolios</b>                   | X  |                                 |
| <b>Instructional Coaching</b>                       |  | X                               |
| <b>Instructional Rounds</b>                         |  | X                               |
| <b>Lesson Study</b>                                 | X  |                                 |
| <b>Online Coaching</b>                              |  | X                               |
| <b>Online Courses</b>                               |  | X (Course development)          |
| <b>Online Protocols</b>                             | X  |                                 |
| <b>Professional Learning Communities</b>            | X  |                                 |
| <b>Shadowing</b>                                    | X (Travel for visitors)                          |                                 |
| <b>Social Media</b>                                 | X  |                                 |
| <b>Teacher-led Conferences</b>                      | X (Zero fee for participants)                    |                                 |
| <b>Videos</b>                                       | X  |                                 |
| <b>Visual Dialogue</b>                              | X  |                                 |
| <b>Webinars</b>                                     |  | X (Development)                 |

\* Includes substitute/stipend, materials, etc.

| Design                                       | When does professional learning occur? (Part 1)<br>Assumes no less than a 1-year commitment |  |  |   |  |  |
|--|---|--|--|---|--|--|
|  | Synchronicity   |  |  | School In/Out                                 |  |  |
|  | Synchronous<br>(people together<br>in time<br>and place)                                    | Asynchronous<br>(people not<br>together<br>in time and<br>place) | Both<br>synchronous<br>and<br>asynchronous           | School<br>in-session<br>(students<br>present) | School<br>out-of-<br>session<br>(students<br>not<br>present) | Combina-<br>tion of<br>school<br>in- and<br>out-of-<br>session |
| Accessing Student Voices                     | X   |  | X  | X   |  |  |
| Action Research                              |   |  | X (Independent research; results processed together) |   |  | X  |
| Assessment as Professional Learning          | X   |  |  |   |  | X  |
| Classroom Walk-Throughs                      | X   |  |  | X   |  |  |
| Coaching Principals                          | X   |  |  |   |  | X  |
| Collaborative Assessment of Student Learning | X   |  |  | X   |  |  |
| Critical Friends Groups                      | X   |  |  |   | X  |  |
| Curriculum as Professional Learning          |   |  | X (Develop together; apply individually)             |   | X  |  |
| Data Analysis                                |   |  | X  |   |  | X  |
| Dialogue                                     | X   |  |  |   | X  |  |
| Digital Teacher Portfolios                   |   |  | X  |   |  | X  |
| Instructional Coaching                       | X   |  | X  |   |  | X  |
| Instructional Rounds                         | X   |  |  | X   |  |  |
| Lesson Study                                 | X   |  |  |   |  | X  |
| Online Coaching                              |   |  | X  |   |  | X  |
| Online Courses                               |   |  | X  |   | X  |  |
| Online Protocols                             |   |  | X  |   | X  |  |
| Professional Learning Communities            | X   |  |  |   | X  |  |
| Shadowing                                    | X   |  |  | X   |  |  |
| Social Media                                 |   | X  |  |   | X  |  |
| Teacher-led Conferences                      | X   |  |  |   | X  |  |
| Videos                                       |   | X  |  |   | X  |  |
| Visual Dialogue                              | X   |  |  |   | X  |  |
| Webinars                                     |   | X  |  |   | X  |  |

| Design                                       | When does professional learning occur? (Part 2)<br>Assumes no less than a 1-year commitment |                        |                              |        |                                   |                  |                 |       |         |
|--|---|------------------------|------------------------------|--------|-----------------------------------|------------------|-----------------|-------|---------|
|  | Duration  |                        |                              |        | Frequency                         |                  |                 |       |         |
|  | Each session 3 hours or more  | Each session 1–2 hours | Each session an hour or less | Varies | 3–6 times/year                    | At least monthly | At least weekly | Daily | Varying |
| Accessing Student Voices                     |   |                        | X                            |        |                                   |                  |                 |       | X       |
| Action Research                              |   |                        | X                            |        | X *                               |                  | X *             |       |         |
| Assessment as Professional Learning          | X   |                        |                              |        | X (Day-long meetings)             |                  |                 |       |         |
| Classroom Walk-Throughs                      |   | X                      |                              |        | X                                 |                  |                 |       |         |
| Coaching Principals                          |   |                        | X                            |        |                                   |                  |                 |       | X       |
| Collaborative Assessment of Student Learning |   | X (Meetings)           |                              | X      |                                   | X **             |                 | X **  |         |
| Critical Friends Groups                      |   | X                      |                              |        | X (If full days provided)         | X                |                 |       |         |
| Curriculum as Professional Learning          |   | X                      |                              |        |                                   | X                |                 |       |         |
| Data Analysis                                |   |                        |                              | X      | X (Ongoing collection & analysis) |                  |                 |       |         |
| Dialogue                                     |   | X                      |                              |        | X                                 |                  |                 |       |         |
| Digital Teacher Portfolios                   |   |                        |                              | X      |                                   |                  |                 |       | X       |
| Instructional Coaching                       |   |                        |                              | X      |                                   |                  |                 |       | X       |
| Instructional Rounds                         | X   |                        |                              |        | X                                 |                  |                 |       |         |
| Lesson Study                                 |   |                        |                              |        | X (Cycle)                         |                  |                 |       |         |
| Online Coaching                              |   |                        | X                            | X      |                                   |                  |                 |       | X       |
| Online Courses                               |   |                        | X                            |        | X                                 |                  |                 |       |         |
| Online Protocols                             |   |                        | X                            |        | X                                 |                  |                 |       |         |
| Professional Learning Communities            |   | X                      |                              |        |                                   | X                |                 |       |         |
| Shadowing                                    | X   |                        |                              |        | X                                 |                  |                 |       | X       |
| Social Media                                 |   |                        |                              | X      |                                   |                  |                 |       |         |
| Teacher-led Conferences                      | X   |                        |                              |        |                                   | X                |                 |       |         |
| Videos                                       |   | X                      |                              |        |                                   | X                |                 |       |         |
| Visual Dialogue                              | X   |                        |                              |        | X                                 |                  |                 |       |         |
| Webinars                                     |   |                        | X                            |        | X                                 |                  |                 |       |         |

\* Continous research process; shared periodically

\*\* Monthly meetings; daily application



| Design                                       | Where does professional learning occur? |                               |                              |
|--|---|-------------------------------|------------------------------|
|  | Location                                |                               |                              |
|  | School site                             | Off site                      | Online (anywhere) or blended |
| Accessing Student Voices                     | X                                       |                               |                              |
| Action Research                              | X                                       |                               |                              |
| Assessment as Professional Learning          | X                                       | X (Some centralized meetings) |                              |
| Classroom Walk-Throughs                      | X                                       |                               |                              |
| Coaching Principals                          | X                                       |                               |                              |
| Collaborative Assessment of Student Learning | X                                       |                               |                              |
| Critical Friends Groups                      | X                                       |                               |                              |
| Curriculum as Professional Learning          | X                                       |                               |                              |
| Data Analysis                                | X                                       |                               | X (Some online)              |
| Dialogue                                     | X                                       |                               |                              |
| Digital Teacher Portfolios                   | X                                       |                               |                              |
| Instructional Coaching                       | X                                       |                               | X (Some online)              |
| Instructional Rounds                         | X                                       | X                             |                              |
| Lesson Study                                 | X                                       |                               |                              |
| Online Coaching                              | X                                       |                               | X                            |
| Online Courses                               |   |                               | X                            |
| Online Protocols                             |   |                               | X                            |
| Professional Learning Communities            | X                                       |                               |                              |
| Shadowing                                    | X                                       |                               |                              |
| Social Media                                 |   |                               | X                            |
| Teacher-led Conferences                      | X                                       | X                             |                              |
| Videos                                       |   |                               | X                            |
| Visual Dialogue                              | X                                       | X                             |                              |
| Webinars                                     |   |                               | X                            |