

Table 1. Intent of the Seven Steps

PHASE	STEP	DESCRIPTION
DIAGNOSIS and FOCUS	Step 1	Analyze student learning needs
	Step 2	Identify characteristics of community, district, school, department, and staff
	Step 3	Develop improvement goals and specific student outcomes
	Step 4	Identify educator learning needs and develop goals and objectives
DESIGN	Step 5	Study research for specific professional learning programs, strategies, or interventions
	Step 6	Plan professional learning implementation and evaluation including establishing a logic model for specific professional learning programs
IMPLEMENT and MONITOR	Step 7.A	Implement and monitor professional learning
SUSTAIN and EVALUATE	Step 7.B	Sustain and evaluate professional learning's impact on educator practice and student learning