

TOOL 3.5

Three purposes of professional learning

PURPOSE	
Clarify the three major purposes of professional learning in order to develop shared understanding.	
TIME	
1 hour	
MATERIALS	
<ul style="list-style-type: none"> • A copy of the Three Purposes for Professional Learning graphic for each group member • Chart paper • Markers • Sticky notes 	
STEPS	
1.	As a group, articulate district goals for each of the three purposes of professional learning using the graphic sheet in this tool.
2.	On a scale of 1 to 4 (1 = lowest, 4 = highest), rate the district's progress toward accomplishing each articulated professional development goal.
3.	Discuss how invested the district is in professional learning within the three purposes.
4.	Use the district's budget to estimate the percentage of total resources invested in professional development allocated to each goal.
5.	Work with the team to reflect on the implications for the district. Consider these questions: <ol style="list-style-type: none"> Are your professional development goals clear and understood by all in your district? Is there coherence among the goals? Which goals seem to receive less attention than the others? Which investments are strong? Which are weak? How are investments balanced to support individual, school, and program goals?
6.	Establish at least one new theory of action for the district.

TOOL 3.5 *cont'd*

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