Colorado Multi-Tiered System of Supports

OFFICE OF LEARNING SUPPORTS

**Critical Components of Effective Professional Development**

**Have you put the systems in place to ensure effective PD?**

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| **Are the right people receiving the PD?** |
| * Have you selected cohorts of personnel to be trained based on differentiation and readiness?
* Is the administration trained to support the PD?
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| **Have you allocated resources for the effective and sustainable delivery of PD?** |
| * Are there resources to sustain additional PD if needed?
* Do you have resources to support a COMTSS Implementation Team (CIT)?
* Are there resources to deliver High-Quality Professional Development (HQPD)?
* Do you have resources for ongoing technical assistance and coaching?
* Do you have resources for data systems to evaluate PD?
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| **Do you have a system to ensure the delivery of High-Quality Professional Development (HQPD)?** |
| * Is there process to select qualified trainers to deliver HQPD?
* Do you have a system to collect data and analyze the effectiveness of the trainers?
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| **Do you have resources to provide ongoing Technical Assistance (TA) or coaching?** |
| * Have you assigned coaches to continue assistance around the PD?
* Do the coaches understand their responsibilities or have a job description?
* Are there specific dates assigned to review coaching effectiveness data?
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**Are you assessing the effectiveness of the PD?**

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| **Are you assessing the delivery of High-Quality Professional Development (HQPD) guidelines?** |
| * Do the trainers understand and agree to use HQPD?
* Will the CIT review the training to ensure HQPD is delivered?
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| **Are you assessing participant reactions to the PD?** |
| * Was the trainer good?
* Were the materials supportive?
* Were facilities and equipment conducive to learning?
* Were the stated session objectives met?
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| **Are you assessing if they learned what we wanted them to know?** |
| * Did the participants acquire the intended knowledge & skills?
* Did participants’ attitudes, beliefs, or dispositions change?
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| **Are you assessing the implementation (fidelity) of the practice?** |
| * Do participants consistently apply the new knowledge and skills effectively?
* Are the skills taught during the PD being implemented as intended?
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| **Are you assessing student outcomes after PD implementation?** |
| How are students’ academic, physical, or emotional well-being or behavior impacted?  |

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| **Are you assessing PD impact for organizational support and change?** |
| * Was the organization positively impacted?
* Was implementation advocated and supported?
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**What to assess data for:**

* Whether the PD is high quality
* Participant reaction
* Participant learning
* Implementation with fidelity
* Student outcomes
* Organizational change

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| **Are you adjusting and communicating PD based on the data reviewed?** |
| * Are you adjusting/replicating the delivery of PD based on the assessments?
* Are you supporting the implementation (fidelity) of the practice based on the data?
* Are you assessing student outcomes to make decisions about the practice?
* Are you communicating and celebrating the positive impacts of PD with stakeholders?
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