



# Best Practices in Staff Development for Writing PDPs

By  
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# Perspectives on Professional Growth and Student Learning

- Classroom observations of new teachers by mentors with a pre-/post observation discussion often don't produce substantive dialogues that promote professional growth (Bereens, 2000).
- New teachers are empowered in many ways but often have little decision making power about their professional growth and how that directly relates to student achievement (Guskey, 2000).

# Perspectives on Professional Growth and Student Learning

- Conditions and characteristics of learning desired for students are similar as those that promote learning in teachers (Brandt, 1998).
- Allowing teachers to design plans for their professional growth that also have an impact on student learning with the assistance of a mentor is desirable (Peine, 2008).



# Research Design

- Analyzed data from DPI PDP Team training and newly designed verification training for initial educators from 2004 – 2007 and read additional research.
- Created staff development for initial educators, administrators and pupil service personnel who are currently in their second or third year of employment and who are working on approved PDPs.
- Delivered staff development to intended audience.
- Assessed the training as well as participant perceptions of the current PDP process.





# Summary of Findings

- Initial educators understand what is expected of them in writing a PDP to advance to the Professional Educator License.
  - ✓ 84% of participants strongly agreed or agreed.
  - ✓ 16% of participants somewhat agreed.



# Summary of Findings

- Initial educators understand what is expected of them regarding the goal approval process: composition of team, finding a team, necessary paperwork to be submitted, deadlines for approval and verification)
  - 66% of participants strongly agreed or agreed.
  - 23% of participants somewhat agreed.
  - 9% of participants disagreed.



# Summary of Findings

- Mentors helped initial educators with the PDP for relicensure.
  - 6% of participants agreed.
  - 11% of participants somewhat agreed.
  - 83% of participants disagreed/strongly disagreed. \*\*\*\*\*



# Summary of Findings

- School districts/buildings provided initial educators support in creating their PDP.
  - ❖ 33% of participants strongly agreed or agreed.
  - ❖ 19% of participants somewhat agreed.
  - ❖ 47% of participants disagreed. \*\*\*\*\*





# Summary of Findings

- Initial educators consulted DPI resources to help them develop their PDP (DPI website, Initial Educator Toolkit).
  - ✓ 47% of participants agreed.
  - ✓ 38% of participants somewhat agreed.
  - ✓ 15% of participants disagreed.



# Summary of Findings

- Most common teacher standards that initial educators addressed are the following:
- Standard 1: Content standard – central concepts
- Standard 3: Adapting teaching methods to student learning styles
- Standard 4: Using a variety of instructional strategies – integrating technology
- Standard 5: Classroom management



# Summary of Findings

- Parts of the PDP that were most difficult to write/complete?
  1. Methods to assess professional growth (Step II D of PDP)
  2. Activities and timelines: activities are difficult to plan for and find available (Step IIE of PDP)
  3. Goal that is broad enough to cover four – five years

# Summary of Findings

- Parts of the overall PDP process for relicensure in Wisconsin that still need further clarification?
  1. Pay plans for those who are initial educators
  2. What to do next after completion of current PDP (five year PDP? Year of reflection?)
  3. Timelines, due dates and answers about PDP team not verifying completion of plan
  4. How to find a team for verification
  5. Better understanding of how to collect data on growth and student learning after verification workshop\*\*\*\*\*



# Recommendations for School Districts Regarding PDP Process

# Districts Providing Qualified and Trained Mentors

- Design mentor training so that every mentor has written a PDP or knows how to write a PDP.
- Assign mentors for more than one year – second year mentors can assist with PDP.
- Create part of mentor training to help mentors understand PI 34 and the PDP process.
- Purchase DPI Initial Educator Toolkit for mentors and initial educators.

# Districts Designing Support Seminars

- Schedule support seminar in April – May focusing on goal writing session, reflection on standards for first year initial educators
- Allow mentors to come to goal writing session so that mentors and initial educators can discuss potential goals, relation of goal to building/district goals
- Create and schedule support seminar on collecting data to assess professional growth and impact of growth on student learning for second, third and fourth year initial educators



# Districts Designing Support Seminars

- Create and implement PDP coaching session where initial educators can spend time with coaches trained in writing PDPs so that initial educators can ask questions and share ideas with other initial educators
- Create opportunities for face to face goal approval sessions so that educators can engage in conversations about teaching and learning
- Create opportunities for face to face verification sessions



# Recommendations for DPI Regarding PDP Process

# Initial Educator Comments for DPI

- Ensure that all forms use consistent language regarding professional growth and impact on student learning – Initial Educator Toolkit
- Include detailed letter outlining PDP process, timelines and PDP resources available with mailing of Initial Educator License
- Design devoted PDP website for initial educators with sample plans and examples of professional growth evidence

# Initial Educator Comments for DPI

- Coordinate efforts of PDP forms with QEI and Wisconsin PDP
- Enclose detailed letter outlining PDP process, timelines and PDP resources available with mailing of Professional Educator License
- Create online tools for submission of evidence for verification of PDPs
- Create guidelines to assist districts with implementation of PDP process to help facilitate culture of acceptance of PDP process for renewal of license

# Discussion