From Training To Transformation

6 Principles of Professional Learning that Leads to Effective Implementation, Instructional Change & Student Achievement

- 90% of teachers report that participation in professional development is ineffective.
- Teachers require an average of 20 practices to master a new instructional skill.

Ongoing, job-embedded professional learning and coaching transfers knowledge and skills from workshops to classrooms.

KNOWLEDGE & LEARNING

Use modeling to help teachers and academic leaders understand, support and implement new practices. 5

Link training, content & concepts directly to specific grades, curricula & materials taught.

Provide ongoing support. Coached teachers and leaders are more likely to transfer learning from workshops to classrooms.

4

Blend theoretical knowledge with handson practice & feedback.

The most effective professional learning utilizes: readings, active engagement, discussion, simulation, modeling and feedback.

Build internal capacity. Rely on experts to help build the knowledge and skills of teachers and academic leaders to implement effective instruction.

2

Allocate significant time for teachers to grapple with new strategies, skills & implementation challenges.

Teachers benefit from as much as 50 hours of instruction, practice & coaching.

APPLICATION & TRANSFER

*Infographic adapted from "Changing Practice: Rolling the Stone up the Hill or Focusing on Implementation," by Linda Diamond

