TN Department of Education

Professional Learning   PLAN – IMPLEMENT – MEASURE

Element	Guiding Questions	Standards
PLAN What are we trying to accomplish? Why? Once the learning takes place, what do you expect learners to know, understand and be able to do?	1. What is the specific goal(s) of the learning? How will you measure success? For example, a problem to be solved, a change in practice to identify and support, or other specific need to be met. 2. What stakeholders should be included as participants of the learning? 3. How does the learning connect to prior teacher and/or student knowledge? 4. How does it connect to other school / district initiatives? 5. What evidence or data informed this decision? 6. What changes in practice do we expect to see? What knowledge and/or skills are we learning or strengthening? 7. How can we differentiate learning? What will that look like? 8. How can we design learning opportunities that are sustained through collaborative, job embedded practices? 9. How will the goals, plan for implementation, and outcomes be communicated to stakeholders?	Learning communities Resources Leadership Data Learning Designs Implementation Outcomes
IMPLEMENT How will we implement effective professional learning that engages colleagues and supports them in changing practice?	1. What individual or team is important to consult and partner with when planning and implementing professional learning? 2. What other stakeholders should you include in the learning in order for implementation to be successful? 3. What choice will participants have in their learning? What are the access points where participants can engage at their appropriate level of learning? 4. How can we support our colleagues in continuous learning and strengthening knowledge and skills? How can we support our colleagues in apply new learning and receiving feedback? 5. What resources are needed, including human resources, space, time and technology, to support implementation and sustainability of learning? 6. What structures are currently in place that you can leverage to accelerate implementation? What structures are currently in place that may impede implementation?	Learning communities Resources Leadership Data Learning Designs Implementation Outcomes
MEASURE How will we know if professional learning is strengthening instructional practice and improving student learning?	1. To what extent did the learning meet the intended objectives? 2. What evidence of effective adult learning and student learning will we look for? What indicators of success will drive the evaluation plan? 3. What educator performance standards will we use/ reference? 4. After reflecting on the professional learning outcomes, how will the results be communicated / used? What clear recommendations can we make that will inform future action?	Learning communities Resources Leadership Data Learning Designs Implementation Outcomes