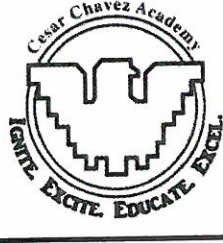


CCA EAST ACADEMY



Is the Professional Development Program Design Effective?

On a scale of 1-5, rate the school or district organizational context on the following characteristics or components:

- | Strongly Disagree | Disagree | Somewhat Agree | Agree | Strongly Agree |
|---|----------|----------------|-------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1. There is research to suggest that the content of the staff development programs will increase student learning. | | | | |
| 1 2 3 4 5 | | | | |
| 2. Participants in staff development activities are involved in determining the topics and content. | | | | |
| 1 2 3 4 5 | | | | |
| 3. The program leader is knowledgeable and has credibility with the participants. | | | | |
| 1 2 3 4 5 | | | | |
| 4. The program includes a variety of activities designed for adult learners (active engagement, use of prior knowledge, working in teams, real world applications, choice of activities.) | | | | |
| 1 2 3 4 5 | | | | |
| 5. The program includes continued support and follow-up activities (frequent and ongoing sessions, problem-solving implementation problems, expectations for implementation - not one shot events). | | | | |
| 1 2 3 4 5 | | | | |
| 6. The program expects and can demonstrate changes in teachers' classroom practices. | | | | |
| 1 2 3 4 5 | | | | |

7. The program provides for challenging but not overwhelming changes in knowledge, skills, attitudes, and beliefs of participants.

1 2 3 4 5

8. Staff is receptive to professional development activities - they recognize the need; readiness has been developed.

1 2 3 4 5

9. Teachers are observed randomly to determine their use of an innovation and the innovations' effects on students

1 2 3 4 5

10. Teacher and student outcomes for staff development activities are clearly and publicly stated.

1 2 3 4 5

11. The learning climate of professional development activities is collaborative, informal, and respectful.

1 2 3 4 5

12. Staff development includes activities other than "training workshops."

1 2 3 4 5

13. Staff and administrators are aware of the "implementation dip" (things often get worse before they get better).

1 2 3 4 5

14. All staff development training activities include theory, demonstration, practice with feedback, and coaching.

1 2 3 4 5

16. Each school can determine its own staff development activities rather than having uniform activities occurring throughout the system.

1 2 3 4 5