

Working Conditions Standard 7—Professional Development

Quality learning opportunities are available for teachers to enhance teaching and learning.

Teachers consistently have the time and resources they need to participate in continuous learning opportunities.

School-wide professional development meets best practice standards, is based on current research, and is individualized to meet the needs of teachers. It is guided by relevant data regarding identified needs of teachers and students and is differentiated to meet the needs of teachers and promote engagement in learning.

School-wide professional development positively impacts instructional practice and contributes to gains in student learning. Formal systems are in place to measure impact on instructional practice and gains in student learning. School leadership provides teachers with adequate follow-up support to ensure successful implementation of strategies.

Working Conditions Standard 7: Professional Development

- 7a Time and resources are provided for professional development, ensuring all teachers have access to continuous learning opportunities.
 - ✓ Consistent time and resources ensure continuous professional growth.

- 7b Professional development meets best practice standards for delivery and support.
 - ✓ Professional development meets best practice standards and is research-based.
 - ✓ Professional development is guided by relevant data on needs of teachers and students.
 - ✓ Professional development is differentiated to meet needs and promote engagement.

- 7c Professional development enhances the ability of teachers to implement instructional strategies and improve student learning.
 - ✓ Professional development positively impacts instructional practice.
 - ✓ Professional development contributes to improvements in student learning.
 - ✓ Formal systems measure impact on instruction and on student gains in learning.
 - ✓ Follow-up support is provided to ensure successful implementation of strategies.

Working Conditions Standard 7—Professional Development

Quality learning opportunities are available for teachers to enhance teaching and learning.

Element	Developing	Proficient	Accomplished	Distinguished
<p>7a Time and resources are provided for professional development, ensuring all teachers have access to continuous learning opportunities.</p> <p><i>North Carolina Teacher Working Conditions Survey Questions to Inform Reflection: 8.1A, 8.1B</i></p>	<p>Adequate resources are not provided and teachers are given minimal or no time to participate in continuous learning opportunities.</p>	<p>Teachers have at least the minimal amount of time and resources to learn and implement new instructional strategies.</p>	<p>Teachers consistently have the time and resources they need to participate in continuous learning opportunities.</p>	<p>School leadership and teachers value professional development; continuous learning opportunities for the faculty are systematically embedded in the School Improvement Plan.</p>
<p>7b Professional development meets best practice standards for delivery and support.</p>	<p>School-wide professional development does not align with best practice standards as represented in the North Carolina (NC) Professional Development Standards.</p> <p>Professional development is implemented without a clear understanding of its ties to best practices.</p> <p>Professional development selection is based on little or no input from teachers and is not data driven.</p> <p>Professional development is often not differentiated and generally only meets the needs of a few teachers.</p>	<p>School-wide professional development is aligned with the North Carolina Professional Development Standards and includes some elements of being data driven, collaborative, evaluated, reflective, and on-going.</p> <p>Some professional development is based on best practices.</p> <p>Some professional development is selected in response to teacher input and identified needs.</p> <p>Professional development includes elements of differentiation selected to meet some needs of teachers and engage them in their own learning.</p>	<p>School-wide professional development meets best practice standards and is individualized to meet the needs of teachers.</p> <p>Professional development is based on best practices.</p> <p>Professional development is guided by careful attention to relevant data regarding identified needs of teachers and students.</p> <p>Professional development is differentiated in ways that meet the needs of most teachers and promote engagement in their own learning.</p>	<p>School-wide professional development consistently follows best practice standards and provides choice for teachers relative to their work in Professional Learning Communities.</p> <p>Teachers’ analyses of student learning data helps ensure professional development is based on best practices specific to addressing improvements in instructional practices and student learning.</p> <p>Ongoing professional development addresses individual needs of teachers in addressing student needs and school improvement goals.</p> <p>Professional development is differentiated throughout all components and actively engages all teachers in their own learning.</p>
<p>7c Professional development enhances the ability of teachers to implement instructional strategies and improve student learning.</p> <p><i>North Carolina Teacher Working Conditions Survey Questions to Inform Reflection: 8.1L, 8.1M, 8.2, 8.3</i></p>	<p>Professional development has minimal or no impact on teaching or student learning.</p> <p>Little follow up is provided for teachers to use instructional practices learned through professional development.</p>	<p>Professional development has some impact on some teachers’ ability to improve student learning as reported informally.</p> <p>Some follow up support is provided for some teachers to implement strategies learned through professional development.</p>	<p>Professional development positively impacts instructional practices of many teachers and contributes to gains in student learning. Some formal systems are in place to measure impact.</p> <p>Adequate follow-up support for successful implementation of strategies is provided for most teachers.</p>	<p>Professional development leads to reflective practice that consistently impacts classroom instruction and student achievement. Formal and informal systems are in place to measure impact of professional development.</p> <p>Implementation of instructional strategies emerging out of professional development is promoted and celebrated. Consistent follow-up is provided for all teachers.</p>