Capacity Building Professional Development
Supporting the Development of Highly Effective Teachers and Leaders
Ann Cunningham-Morris
Director of Professional Development, ASCD
acunning@ascd.org

What is Capacity Building Professional Development?
Research-based best practices in professional development:
• PD plans aligned with student & adult learning needs
• Teacher and administrator collaboration about student performance
• Job-embedded learning
• Results-based evaluation practices

What is Capacity Building Professional Development?
• Comprehensive and customized approach
• Focuses on specific pedagogical practices, leadership practices or content areas
• Develops a core group as local experts for sustainability
• Develops core group’s capacity to support job embedded professional learning

Capacity Building Professional Development Models
• Teacher Leader Model
• Consortium Model
• School Improvement Coach Model

Differentiated Professional Development
Level 1: Awareness
Level 2: Skill Development
Level 3: Implementation
Level 4: Institutionalization of Practices

How P.D. and Change Processes Should Work...
Sustainability Practices
Teacher Collaboration in:
- Small group workshops or work sessions
- Study groups
- Action research
- Meetings used as opportunities for learning
- Virtual and face-to-face unit, lesson, & assessment development

Sustainability Practices
Teacher Collaboration in:
- Peer coaching & mentoring
- Using protocols for examining student work & other student data
- Follow-up instructional and assessment planning based on student learning data

Sustainability Practices
- Demonstration classrooms
- Ongoing observation and feedback
- Ongoing coaching by experts
- School-based administrator involvement in professional learning and support

Capacity Building Local Policies
- Time for teacher and administrator collaboration
- Incentives for teacher leaders
- Administrators as instructional leaders
- Support for job-embedded professional learning
- Useful/aligned PD Plan & evaluation requirements