

Professional Development Project – Tiered Concept

Revised 4/17/07

Tier 3 →

- \$500
- 1 semester – completed during the school year
- Approved by building administrator
- Must follow and align with a Tier 2 activity
- 15 hours outside regular paid time
- 10 hours implementing
- Evaluated by portfolio

- **Action Research:** Following a Tier 2 activity, small groups can continue professional learning through action research. Here, groups would pose a research question and then follow the steps of action research—planning, analysis, reflection, experimentation—through the course of one semester.
- **Goal-Directed Collaboration:** Following a Tier 2 activity, small collaborative groups can set SMART goals and make action plans for achieving the goals. Through the course of the semester, groups work on achieving the goals. The process is driven by before-and-after data collection and analysis.

Tier 2 →

- \$500
- 1 semester – completed during the school year
- Approved by building administrator
- Must follow and align with a Tier 1 activity
- 15 hours outside regular paid time
- 10 hours classroom implementation
- Evaluated by portfolio

- **Peer Observation:** Following a Tier 1 activity, groups can extend learning through collaborative peer observation. Here, teacher groups create observation tools based on learning from Tier 1. They then spend time observing colleagues as they teach and recording data using the observation tool. Groups meet periodically to discuss learning and to engage in reflective conversation based on observations.
- **Assessment Development & Implementation:** Following a Tier 1 activity, groups can extend learning through development and implementation of assessments for learning related to or building upon the concepts covered in Tier 1.
- **Data Collection & Analysis:** Following a Tier 1 activity, groups can formulate a plan to collect and analyze student data directly related to the learning from Tier 1. The purpose and method of data collection must be clearly outlined in the plan. Data and a written analysis, including implementation of new strategies/methodologies, will be submitted in the end.

Tier 1 →

- \$500
- 1 semester – completed during school year or summer
- Approved by building administrator
- 15 hours outside regular paid time
- 10 hours classroom implementation
- Evaluated by portfolio

- **Follow-up:** After first completing an initial professional development experience, such as a conference or training, a collaborative group may submit a PDP proposal as a sustained follow-up to that experience. The initial experience may include attending a class, conference, or workshop; reading a professional book; participating in a district sponsored activity, conducting personal research related to the classroom; or receiving job specific training.
- **Book Study:** A collaborative group may submit a PDP proposal focused on the study of a professional text. The project should involve study of the book, group discussion of the concepts, planning for implementation, classroom action, and reflective follow up.

Contact Person

- \$50
- Responsible for paperwork, scheduling, vouchers, etc.