



TRANSITIONING

PD ^{for} ESSA

A QUICK REFERENCE GUIDE

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An Overview of Professional Development Under ESSA

Coming in at over 1,000 pages, the Every Student Succeeds Act, more commonly known as ESSA, is a substantial education law that impacts public schools and districts in a variety of ways—particularly regarding teacher training and professional development.

For years, article upon article has emphasized the significance of teacher effectiveness with student success. The professional development portion of ESSA aims to address this.

It's unpopular predecessor, No Child Left Behind (NCLB), defined professional development as activities focused on enhancing teachers' understanding of academic subjects, and advancing knowledge of instructional approaches.

ESSA has taken this a step further, stating: "The term 'professional development' means activities that... are sustained (not stand-alone, 1-day, or short-term workshops), intensive, collaborative, job-embedded, data-driven, and classroom focused." (S. 1177, Section 8002, page 295, paragraph 42)

For some education leaders, this definition summarizes what they've already been striving for. For others, it may drastically alter existing programs. Regardless of what state your district resides in, there are several key terms outlined in the definition that demand further attention.

In this brief, we've compiled definitions and indicators of each of the six criteria identified within ESSA as critical to effective professional development to help you both identify and transition areas from growth within your district's teacher development programs as you strive to align PD plans with the stringent definition put forth by ESSA.



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Every Child Succeeds Act
S. 1177, Section 8002
Page 295, Paragraph 42

Professional Development Should Be...

SUSTAINED

Not stand alone, one-day or short term workshops.



Transition Tip

Many schools already have in-services or traditional trainings on the calendar. If you're among them, consider supplementing those in-person workshops with online resources or PLCs to support further development.

INTENSIVE

In-depth learning on a specific concept or practice.



Transition Tip

To dive deeper into the broad topics often covered at one-time professional development sessions, provide teachers a channel (online or with peers) to learn more about a particular sub-topic of interest.

COLLABORATIVE

Multiple people working toward a common goal.



Transition Tip

Schedule time or allow the flexibility for informal learning with peers. Whether in-person or online, teachers can share ideas, gain feedback, and teach each other when given the opportunity.

JOB-EMBEDDED

Ongoing learning directly connected to instruction.



Transition Tip

Job-embedded doesn't just mean that professional learning takes place during working hours. Instead think of it as a form of 'on-the-job training' – where the topic directly applies to day-to-day activities.

DATA-DRIVEN

Analyzing data to meet the needs of learners.



Transition Tip

While most schools have access to multiple data sources, school leaders and teachers are not analysts. When you look at data, seek ways to take action and personalize learning rather than just identifying groups or trends.

CLASSROOM-FOCUSED

Related to practices taking place during teaching.



Transition Tip

Many current professional development activities focus on a theoretical scenario instead of practical application. Ensure teachers are equipped with immediate next steps they can take to implement what they've learned.

Does Your PD Align to ESSA?

ESSA states: “The term ‘professional development’ means activities that are...”

Common
Types of PD:

	SUSTAINED not stand-alone, 1- day, or short term workshops	INTENSIVE In-depth learning on a specific concept or practice	COLLABORATIVE multiple people working toward a common goal	JOB EMBEDDED ongoing learning directly connected to instruction	DATA DRIVEN analyzing data to meet the needs of learners	CLASSROOM FOCUSED practices taking place during instruction
In-Service Days staff only training and development days						
Workshops 1-day professional development gatherings						
Mentors/Coaches providing advice and guidance to teachers						
Conferences formal event to gather educators and ideas						
PLCs professional learning communities						
Online PD web-based professional Learning						

The Future of Teacher PD

More than likely different pieces of existing professional development activities are touching upon the key terms we've examined here that are included within ESSA's definition of PD. That's good news – it means that while a shift is needed, it's not necessarily starting from scratch.

The underlying issue for many schools and their educators can be summed up in a word: personalized. As Dr. Alisia Moutry, Ph.D., recently shared in an interview on the ESSA definition, "...Teachers have received a lot of professional learning, but it hasn't been based upon what the classroom and the teacher really were looking for."

ESSA provides a framework from which states, districts, and schools are now able to add critical missing elements to create effective teachers and drive students' ongoing success.

This is a unique opportunity to transform traditional "sit and get" workshops into ongoing, in-depth, collaborative efforts that are not only based on data, but focused on having an impact on enhancing student instruction.

The real question is, are you ready for the challenge?



For a no-obligation discussion on how you can access personalized professional learning that aligns with ESSA contact a Hoonuit consultant at 866.259.6890.

WHAT DOES ESSA MEAN
FOR YOUR PD?

TRY HOONUIT'S ONLINE
PROFESSIONAL DEVELOPMENT
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Sustained and Intensive
Professional Learning



Data-Driven and Collaborative
Learning



Job-Embedded and Classroom
Focused Training

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