

Guskey's Approach of Backward Planning for Professional Development Planning

1. Review Needs Assessment Data, such as: district or state assessments, common formative assessments, individual classroom assessments
 2. What are the desired student outcomes?
 - Example Student Outcomes -
 - . By the end of Spring 2017, proficiency in ELA as measured by the annual state exam will show at least an 8% increase from last year (bringing proficiency rate in ELA to 40% or more).
 - . By June 2017, all students will show one year's growth in reading proficiency, as measured by DRA or F&P scores during the 2016-2017 school year (a 50% increase from last year's data).
 3. What are the new practices to be implemented?
 - Research what new instructional practices and/or policies will most likely produce the desired student outcomes.
 - Example New Practices/Policies-
 - . A balanced literacy approach to reading and writing units that is rigorous and differentiated
 - . Regular review and analysis of school data to make instructional decisions that support student progress
 - . All teacher teams will utilize reading data on Google Docs to report at regular intervals on student progress by determining: % of student progressing toward meeting one year's growth goal; % of students at/above grade level in reading; and % of ELLs and students with disabilities at risk in reading proficiency.
 4. What are the needed Organizational Supports?
 - Identify the organizational supports necessary to support the desired practice and policy changes.
 - Example Organizational Supports-
 - . Hire Teachers College Reading and Writing Project consultants
 - . Create teacher leadership team structures, mentoring, and accountability systems to support teacher team inquiry work.
 - . Allocate time for Assistant Principal(s) to monitor teacher team inquiry work and provide feedback to teacher teams at regular intervals.
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5. What are the desired educator knowledge and skills?

- Determine specifically what educators need to know and be able to do in order to implement the new practices and policies during the school year.
- Example Knowledge and Skills-
 - How to construct high quality assessments
 - How to provide specific, actionable feedback to students
 - How to engage students in effective corrective activities following assessments
 - How to provide students with a second chance to demonstrate what they have learned.
 - How to use Google Spreadsheets and Drive for progress monitoring across a teacher team.

6. What are the optimal professional learning activities?

- Example Professional Learning Activities-
 - Monthly professional development cycles to support teachers (including ICT and SETTS) in bands K-2, 3-5, and 6-8 in literacy development with support of TC consultants to support unit and lesson planning, lab sites, and developing coherence in assessment practices.
 - Two professional learning cycles during the school year for all staff dedicated to using checks for understanding and utilizing data for developing differentiated groups
 - Attend professional learning opportunities at Teachers College Reading & Writing Project to support school's yearlong goal.
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