



Planning for Professional Learning

How to Build a Plan that Works

1. Foundation

What does Professional Learning mean to you, specifically coaching?

What are you hearing from your staff – what would be most helpful to them?

What type of growth and skill enhancement do you want to see from your teachers/staff?

2. Preparation

Who are your influencers?

Who is the coaching for?

Who will be delivering the coaching?

What do they need to know to be most effective in their coaching?

3. Actionable Outcomes

Consider your staff – What skills are you trying to enhance? Develop? Deepen?

What is your current situation in your building, your district? e.g. New curriculum, new teachers, student data: growth and proficiency across content

Is there a challenge you are trying to navigate?

Are there teachers indicating a need for growth or a 'next step' in their career?



4. Implementation

How much support is needed? For individual teachers, grade level/department cohorts, cross-building cohorts, PLCs, specific focus areas (multi-lingual classrooms)

What type of sessions (in-person, online, job-embedded)?

What is the allocation of time for this support?

Build into your standard calendar – to include PL support, assessment, key meetings (the calendar is your way to keep it all connected)

Are there any resources and/or is a meeting space needed?

How will you communicate with those providing service?

What type of funding do you have for this support?



5. Growth

What does success look like?

How will you measure and demonstrate success?

How often will you check-in? in what way?