



**PITSCO  
EDUCATIONAL  
SERVICES**

## PITSCO PROFESSIONAL DEVELOPMENT

Using 13 indicators of highly effective professional development, the Educational Services team evaluated our professional development events, plus Professional Services, against these indicators. The indicator resources are listed below the matrix.

EFFECTIVE PD INDICATORS	STEM EXPEDITIONS®	CAREER EXPEDITIONS	STREAM MISSIONS	SECONDARY STEM UNITS	ELEMENTARY STEM UNITS	ROBOTICS	STEM PD	ESM/ PROFESSIONAL SERVICES
Share best practices and tools <sup>1 3 4</sup>	•	•	•	•	•	•	•	•
Meaningful collaboration <sup>1 2 3 4 5</sup>	•	•	•	•	•	•	•	•
Instructional strategies that accomplish learning outcomes <sup>1 3 4</sup>	•	•	•	•	•	•	•	•
Content/classroom focused <sup>2 3 5</sup>	•	•	•	•	•	•	•	•
Incorporates active learning <sup>2 3</sup>	•	•	•	•	•	•	•	
Models of effective practice <sup>2 3</sup>	•	•	•	•	•	•	•	•
Provides coaching and expert support <sup>2 3</sup>	•	•	•	•	•	•	•	•
Feedback and reflection <sup>2 3</sup>	•	•	•	•	•	•	•	•
Sustained duration <sup>2 3 4 5</sup>								•
Intensive <sup>5</sup>	•	•	•	•	•	•	•	•
Develop something for immediate use <sup>3</sup>	•	•	•	•	•	•	•	•
Job embedded <sup>5</sup>	•	•	•	•	•	•	•	
Data driven <sup>4 5</sup>	•	•	•	•	•	•	•	•

### SOURCES

1. *The best edtech PD isn't about technology*
2. *Effective Teacher Professional Development*
3. *8 Top Tips for Highly Effective PD*
4. *Standards for Professional Learning*
5. *Study Finds Professional Development for Teachers Lacking*



## DEFINITIONS

What exactly does each indicator really mean?

CRITERIA	DEFINITION
Share best practices and tools	During the time spent together, the teachers have opportunities to share what works in their classrooms as well as tools they have developed to teach the concepts.
Meaningful collaboration	Teachers have opportunities to collaborate about the concepts – both with other teachers as well as experts on the topic.
Instructional strategies that accomplish learning outcomes	Strategies are explicitly taught and utilized during the PD to meet the learning outcomes (or standards) in the classroom.
Content/classroom focused	The content presented and discussed is relevant to concepts that are being taught in the classroom.
Incorporates active learning	The PD is not a “sit and get” PD but is a chance to be actively involved in the learning process.
Models of effective practice	Whatever effective practice is taught in the workshop, it’s modeled. For example, if you’re teaching about collaboration, it’s happening in the PD.
Provides coaching and expert support	There’s opportunity for ongoing coaching to take place throughout the PD and beyond.
Feedback and reflection	There are opportunities for feedback and reflection both during the PD and beyond.
Sustained duration	It’s not just a one-day PD, but it’s ongoing throughout the year.
Intensive	The PD requires an investment on the part of the educator and school to implement the information.
Develop something for immediate use	The PD is relevant to teachers, and information gathered can be used immediately.
Job embedded	Materials presented are applicable to the jobs of those in attendance.
Data driven	The PD is selected based on data (what needs the school has) as well as data supporting the effectiveness of the PD.

## EVIDENCE

CRITERIA	EVIDENCE
Share best practices and tools	Participants are given opportunities to share classroom strategies, implementation ideas, and tools they have developed. These are discussed in group settings, and the facilitator offers feedback.
Meaningful collaboration	Teachers have opportunities to collaborate about the concepts – both with other teachers as well as experts on the topic.
Instructional strategies that accomplish learning outcomes	Implementation and classroom management strategies support accomplishment of outcomes.
Content/classroom focused	The PD content presented and discussed is relevant to concepts that are being taught in the classroom.
Incorporates active learning	The PD events are structured to support hands-on learning from each participant. There are very few “stand and deliver” sessions.
Models of effective practice	Pitsco facilitators conduct PD in a manner consistent with how each solution will be implemented in the classroom.
Provides coaching and expert support	Pitsco PD is interactive and also provides opportunity for reflection as well as question time. Educational Services Managers can provide support and coaching during the first few years of implementation.
Feedback and reflection	There are opportunities for feedback and reflection both during the workshops and after the solution has been implemented.
Sustained duration	Educational Services Managers can provide opportunity for continued growth and improvement during their visits and in their relationships with the teachers.
Intensive	PACS require investment of teacher time and commitment to have an opportunity at success. This is clearly communicated during the PD.
Develop something for immediate use	The PD is highly relevant to teachers, and information gathered can be used immediately because it pertains to the implementation of what has been purchased.
Job embedded	Materials presented are applicable to the jobs of those in attendance.
Data driven	The PD is related to the sale and how Pitsco addresses the particular needs of the school. We can show correlation to national standards married to our use of effective methods and hands-on strategies.

## GLOBAL LEARNING OBJECTIVES

All professional development facilitators are former educators who have been involved with the development of the programs. These facilitators build relationships with participants and coach participants in the various aspects of the programs to encourage professional learning communities and promote student success by following these global learning objectives:

- Build a relationship with the participants.
- Provide facilitation strategies that work.
- Provide classroom management, storage, and organization strategies.
- Provide implementation strategies, including scope and sequence development.
- Incorporate P21®’s 4Cs and other 21st Century Learning skills.
- Discuss the student experience and the teacher experience.
- Provide continued educational support.