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Redesigning Professional Development'CTZXf'(!) %
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Using ì ve critical levels of evaluation, you can improve your school's professional development program. But be sure to start with the desired result—improved student outcomes.

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j [TgfV[bb_f'fcXaWba' cebYXff\baT_WXi X_bc` XagTaWj Taggb'^abj z8bXf'g' X' _aiXf'g' XagI' X_WgTaZU_X
cTI bñf' beVbh_Wg' Tg` baXI' UX'fcXag'a' UXgg'e'a' f bXf' bXVbg 5' Z\ 5l' _ba' cebYXff\baT

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2. Participants' Learning	8\WcTeg\WcTagf TVdh\ex'g[X \agXa\W\W ^abj_XWZX'TaW f^_\f3	CTcXe!TaW cXaV_ \afgh` Xagf F\ h_Igbaf 8X` bafgeTgbaf CTeg\WcTag		

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g`XfX`TVgi`gXf`a`fV[bb_f`j` [XeX`f`ghWka`g`TeX`ZeTWkWa`ba`g`X`Vhei`Xa`b`TWbeWaZ`g`g`X`e`eX`Tgi`X`fgTa`WaZ
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cb`_VXf`TaWceTVgVXf`fhV[`Tf`g`XfX`" `T`X`XTea`aZ`[`V[`l`Vb` `cXg`g`i`X`TaWj` `g`j` Teg`g`X`" `bfgi`T`TagX`n`beg`
g` [Ti`X`f`ghWka`g`VbbcXeTgX`TaW[X_c`baX`Tab`g`Xe`XTea`f`l`hf`^Xi`ž&\$\$U`E`

G[X`_JV`^`bYcbf`g`i`X`eXfh`g` `a`g` `f`VTfX`WbXfa`f`jeX`i`XVgc`bbe`geT`a`aZ`be`a`TWkdhTgX`XTea`aZžUhgeT`g`Xe
beZTa`mT`g`ba`cb`_VXf`g`TghaWke` `aX` `c`X` XagT`g`ba`X`n`beg`"CebU`X` `f`Tg`?Xi`X`_` [Ti`X`Xff`XagT`_`V`TaVX`XW
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5g?Xi`X`_` ži`bh`a`XXW`g`b`Y`Vhf`ba`dhXfg`baf`T`Ubhg`g`X`beZTa`mT`g`ba`V[TeT`Vg`Xe`f`g`Vf`Ta`WT`g`g`Uhg`Xf`a`XVXff`Tel` `be
fhWXff`"8`W`g`X`cebYff`baT_WKi X_bc` XagTVgi`gXf`ceb` `bg`V[TaZXf`g`Tgj`XeX`T`_`Za`XWj` `g`g`X` `Vf`ba`bY
g`X`f`V`bb`_`Ta`W`W`g`e`V`g`3`X`e`X`V`f`Ta`Z`X`f`T`g`g`X`a`W`W`h`T`_`X`i`X`a`V`b`h`e`T`Z`X`W`Ta`W`fhcc`beg`X`W`T`g`T`_`X`i`X`f`3`J`X`e`X`
f`h`f`V`X`ag`e`f`b`e`z`X`f`m`T`W`k`i`v`T`E`U`k`z`m`V`h`W`g`g`m`X`Y`b`c`E`h`E`g`z`Ta`W`e`X`f`V`g`ba`3`W`X`e`X`h`V`X`f`X`f`e`X`V`z`a`b`e`V`Ta`W`
f[TeXW`b`f`fhXf`fhV[`Tf`g`XfX`V`a`c`_I`T`T`_`TeZX`c`Teg`a`W`K`g`e` `a`aZ`g`X`fhWXff`bY`Ta`l`cebYff`baT`_`
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