### Continuum of Professional Learning

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<tr>
<th>Term</th>
<th>Definition</th>
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| Developing Awareness   | • Staff has knowledge of new research-based instructional technique or strategy.  
                         | • Staff has been introduced to technique or strategy via a meeting, workshop or written/electronic communication.  
                         | • Staff is aware that his/her teaching practice will need to change to meet the requirements of the Common Core of Teaching. | To determine awareness and to develop awareness  
                         |                                                                             | • One on One Interviews  
                         |                                                                             | • Self-assessment or Self-study  
                         |                                                                             | • Survey  
                         |                                                                             | • Focused Walkthrough  
                         |                                                                             | • Completion of Rubric  
                         |                                                                             | • Curriculum Audit  
                         |                                                                             | • Data Review/Audit |
| Building Knowledge     | • Staff has received repeated information of new research-based instructional technique or strategy via meetings, workshops or written/electronic communication  
                         | • Staff has engaged in discussion about research-based instructional technique or strategy.  
                         | • Staff has had small group presentations of the research-based instructional technique or strategy at grade-level, department or data team meeting by a school-based expert. | To build knowledge level  
                         |                                                                             | • P21  
                         |                                                                             | • Online video resources  
                         |                                                                             | • Workshop  
                         |                                                                             | • Study/Book group  
                         |                                                                             | • Webinar  
                         |                                                                             | • Facilitated Professional Learning Community |
| Translating into Practice | All of the above criteria plus:  
                         | • Demonstrations of the instructional technique or strategy have been observed by staff.  
                         | • Increasing evidence of implementation of instructional strategy in classrooms. | To translate professional development into practice  
                         |                                                                             | • Demonstration Lessons  
                         |                                                                             | • Peer Visits and Debrief Meetings  
                         |                                                                             | • Video Reflection/Lesson Study  
                         |                                                                             | • Mentoring  
                         |                                                                             | • Peer Consultation or Coaching  
                         |                                                                             | • Technical Assistance or Coaching  
                         |                                                                             | • Global Connections |
| Reflecting             | All of the above criteria plus:  
                         | • Full implementation and self-evaluation of instructional strategy implementation in classrooms.  
                         | • Staff gives and receives feedback on implementation.  
                         | • Staff refines the instructional practice implementation based on review of data through data team process. | To reflect and revise instructional practice  
                         |                                                                             | • Cognitive Coaching  
                         |                                                                             | • Teacher-led Lesson Study  
                         |                                                                             | • Action Research  
                         |                                                                             | • Looking at Student Work  
                         |                                                                             | • Job-embedded Professional Development |
| Building Capacity      | • Staff gives and receives feedback on implementation.  
                         | • Staff refines the instructional practice implementation based on review of data through data team process.  
                         | • Staff engages in collegial professional learning.  
                         | • Staff has a strong sense of internal accountability. | To build teacher leadership  
                         |                                                                             | • Peer Coaching System  
                         |                                                                             | • Peer Observer  
                         |                                                                             | • Producing Video Exemplars  
                         |                                                                             | • Publishing Artifacts |