Shifting the Paradigm of Professional Development

Focus on teacher needs	Focus on teacher needs AND student-learning outcomes
Focus on individual development	Focus on individual AND system development
Generic teaching skills	Combination of content and content-specific teaching skills
Fragmented, piece-meal, one-shot	Driven by clear, coherent, long-term strategic plan
Professional developers as trainers	Professional developers as facilitators, consultants, and planners
Transmission of knowledge, skills, and strategies	Inquiry into teaching and learning
District direction and decision making	School direction and decision-making
Professional development as some people's jobs	Professional development as everyone's jobs
Professional development as a "frill"	Professional development as essential
"Pull-out" training	Job-embedded learning
Professional development for teachers	Professional development for everyone

Handout 6.2