



ROGUE Leader: Starting Your Own PD Team

Interested in starting your own Professional Development Team in your School or District? Try these suggestions to get started:

- Find a variety of participants interested in shifting the professional development dynamic in your setting. If this is a District Team, find a representative(s) from each building. If it is a school-based team, find participants from every grade level or department. Don't forget specialty areas like the arts, special education, or basic skills.
- Consider bringing on a variety of individuals with different viewpoints. Those who bring a different perspective will help in planning worthwhile PD that meets the needs of all different types of learners.
- If you do not serve in an administrative role, find an administrator interested in helping to support the PD Team. It will be much easier to accomplish certain tasks if you have the help of someone on the administrative team.
- Determine what your school-based or district goals are for professional development. Come up with a plan to address these goals that everyone on the team can live with. Be sure to gather feedback to inform your goals so that you have an easy time gaining buy-in from others in the building (or district).

- When planning a school- or district-wide PD event, consider utilizing the READI Framework to determine if you are meeting the needs of everyone involved:
 - Is this PD session relevant to what educators do each day?
 - Is this PD session embedded in what educators do?
 - Is this PD session aligned with district/school goals and educator goals?
 - Is this PD session designed to provide educator CHOICE and VOICE?
 - Is this PD session going to impact learning outcomes for both teachers AND students?
- Meet several times throughout the year to ensure that PD is an important part of all meeting times during the year, instead of just a one time focus for a single PD day.
- Use the PD Team to guide monthly staff meeting agendas to ensure that quality professional development is a focus all year long.
- Remember to provide a variety of different session types when offering PD: hands-on, interactive, question and answer, discussion-based, Listen & Learn, etc. The more variety of sessions offered, the better chance you have of reaching each learner.
- Build slowly. Start small with your team, and build from the ground up. Remember that the culture around Professional Development will NOT change overnight. Accept small victories, and create momentum from them. The best way to shift PD is to offer quality professional learning opportunities to colleagues!