

Training, Planning, Designing: Purposeful Professional Development

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<http://www.hackscience.net/aect2020/slides.pdf>



Purpose

- Author as external consultant
 - Leadership team
 - Rural k-12 in New England
- Unassociated panel of experts

“We end up frustrating faculty who make the effort to attend workshops,
but they leave feeling it was a waste of their time.”

Help us develop a more effective professional development program.

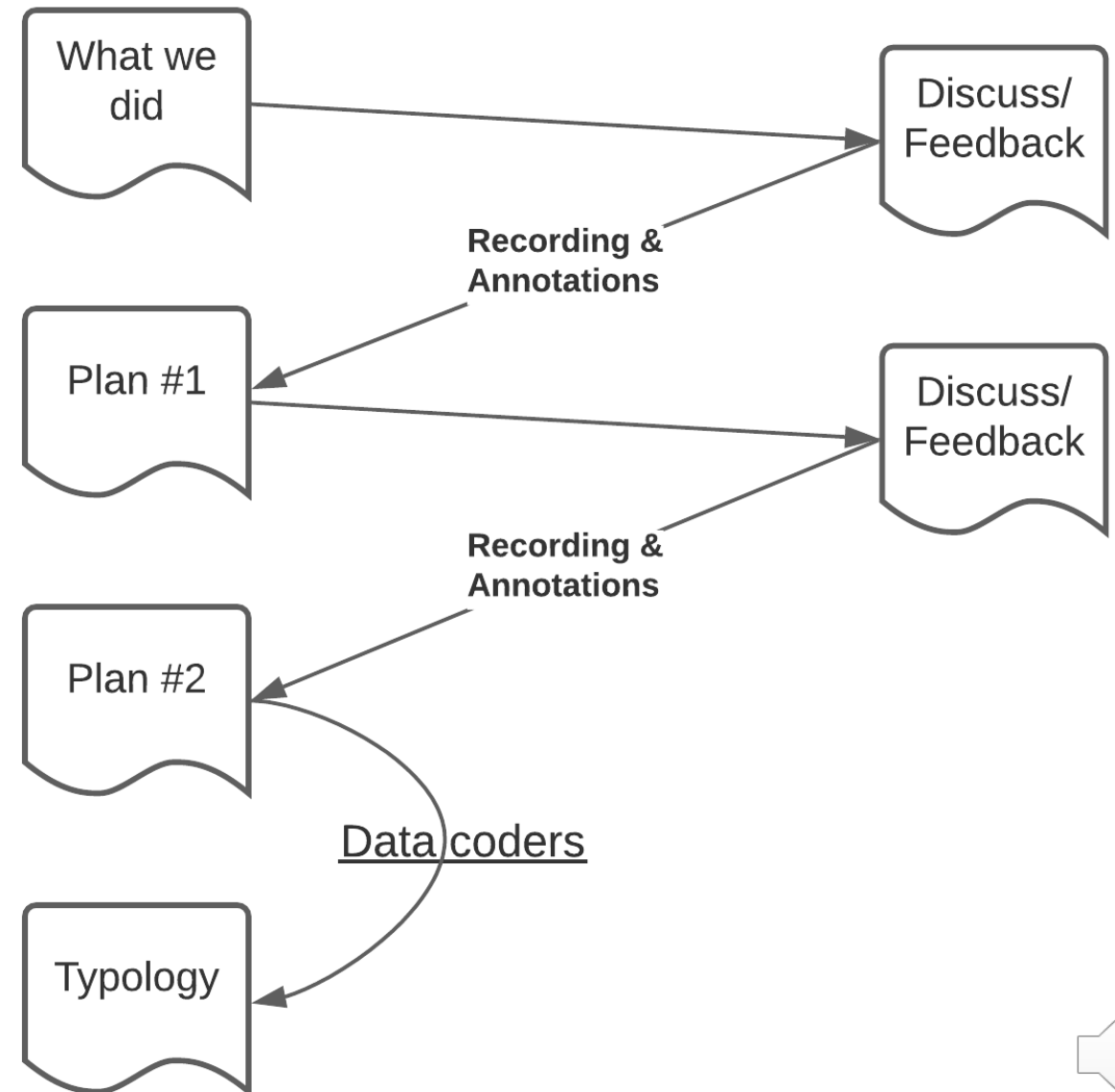


“Modified Delphi”

Delbeq, A., Van De Ven, A. H., & Gustafson, D. H. (1975). *Group techniques for program planning*. Glenview, Scott Foresman.

Leadership Team

Panel of Experts



Analyzing the data #1

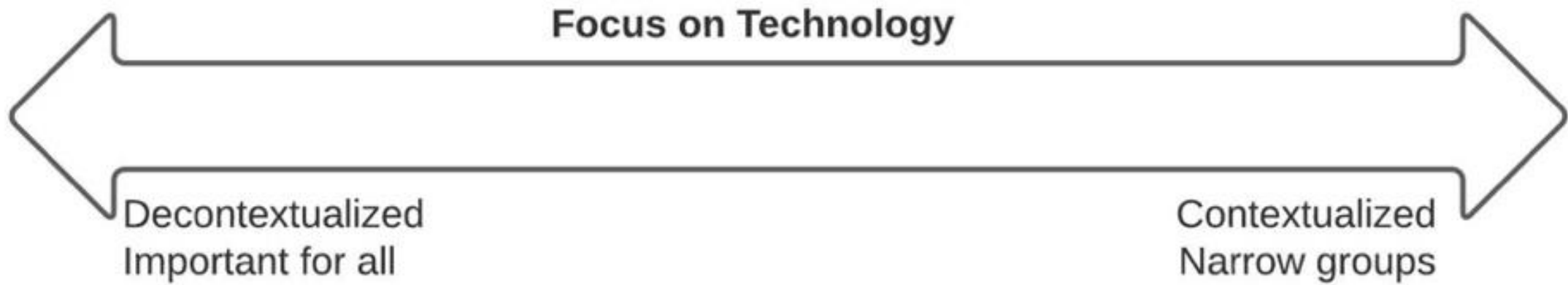
Author & one of the focus group experts who was graduate student

Constant comparative analysis of documents & recording transcripts

Glaser, B. G. (1965). The constant comparative method of qualitative analysis. *Social Problems*, 12(4), 436–445.



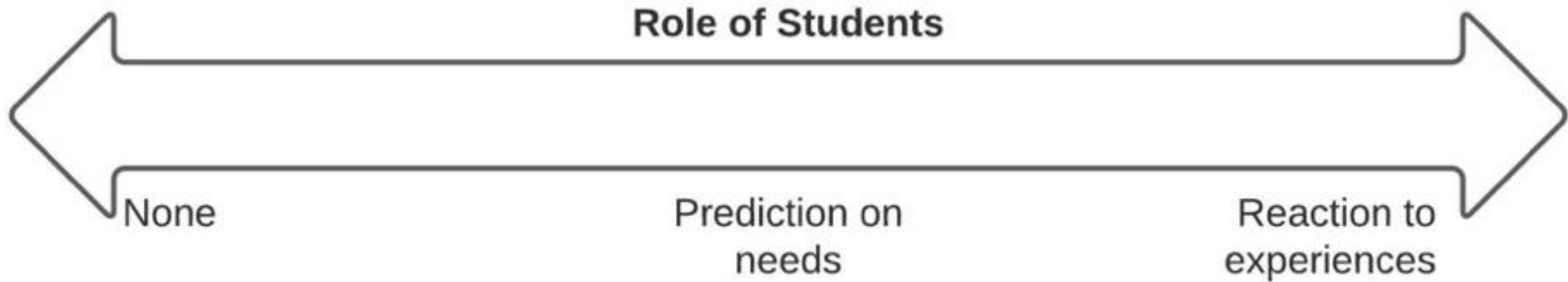
Analyzing the data #2



Analyzing the data #3

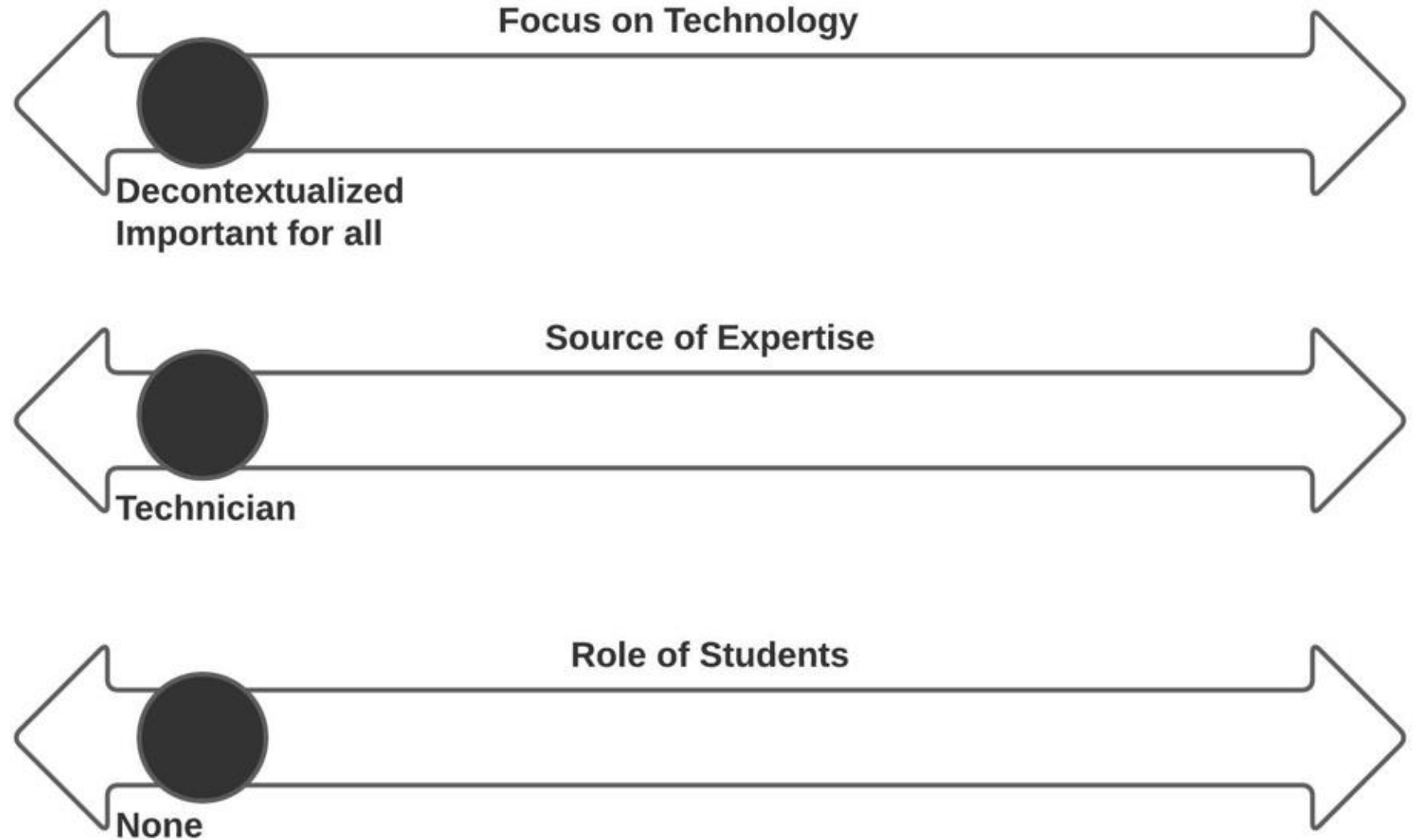


Analyzing the data #4



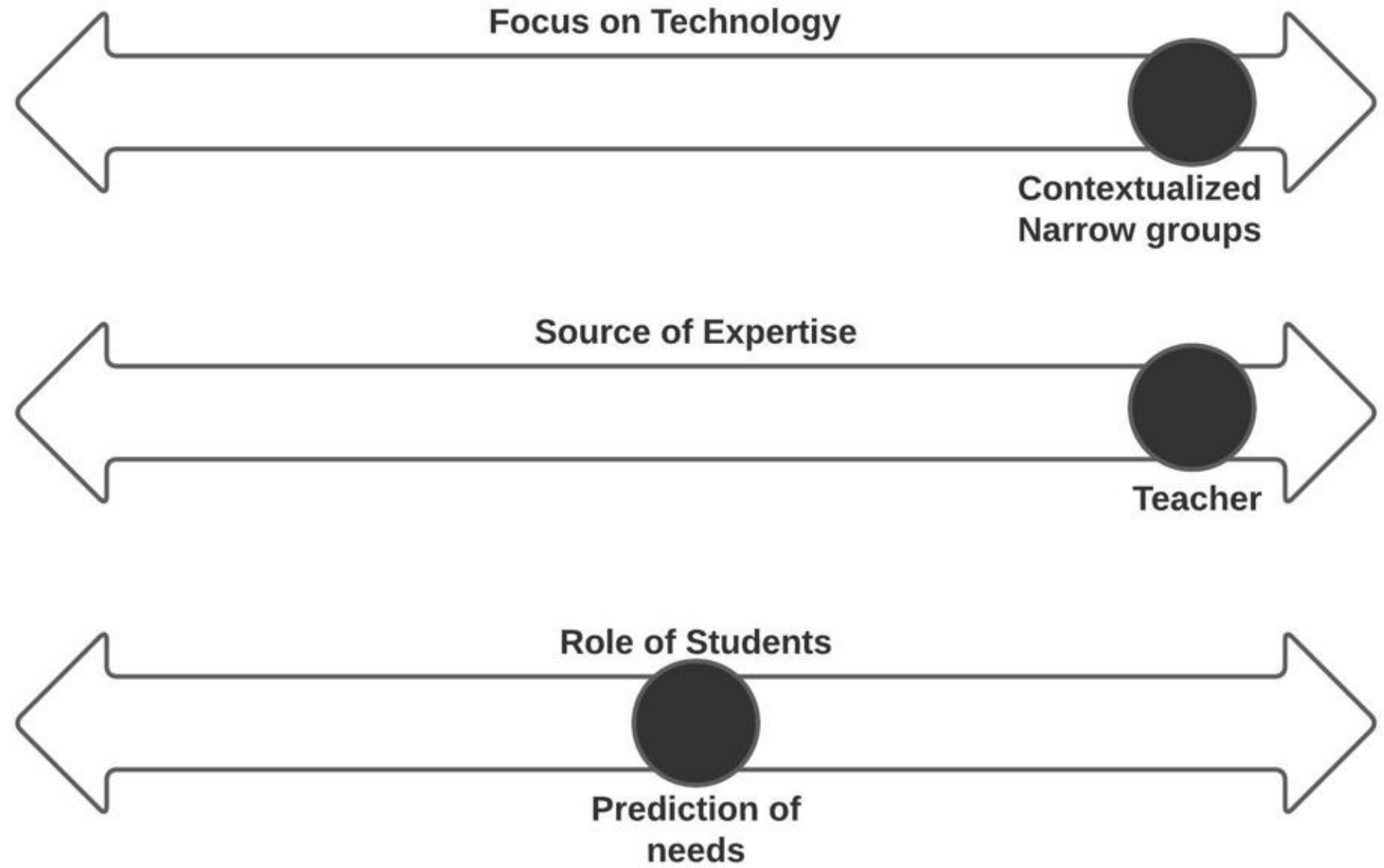
Training

“A technician is going to tell you how to use hardware or software.”



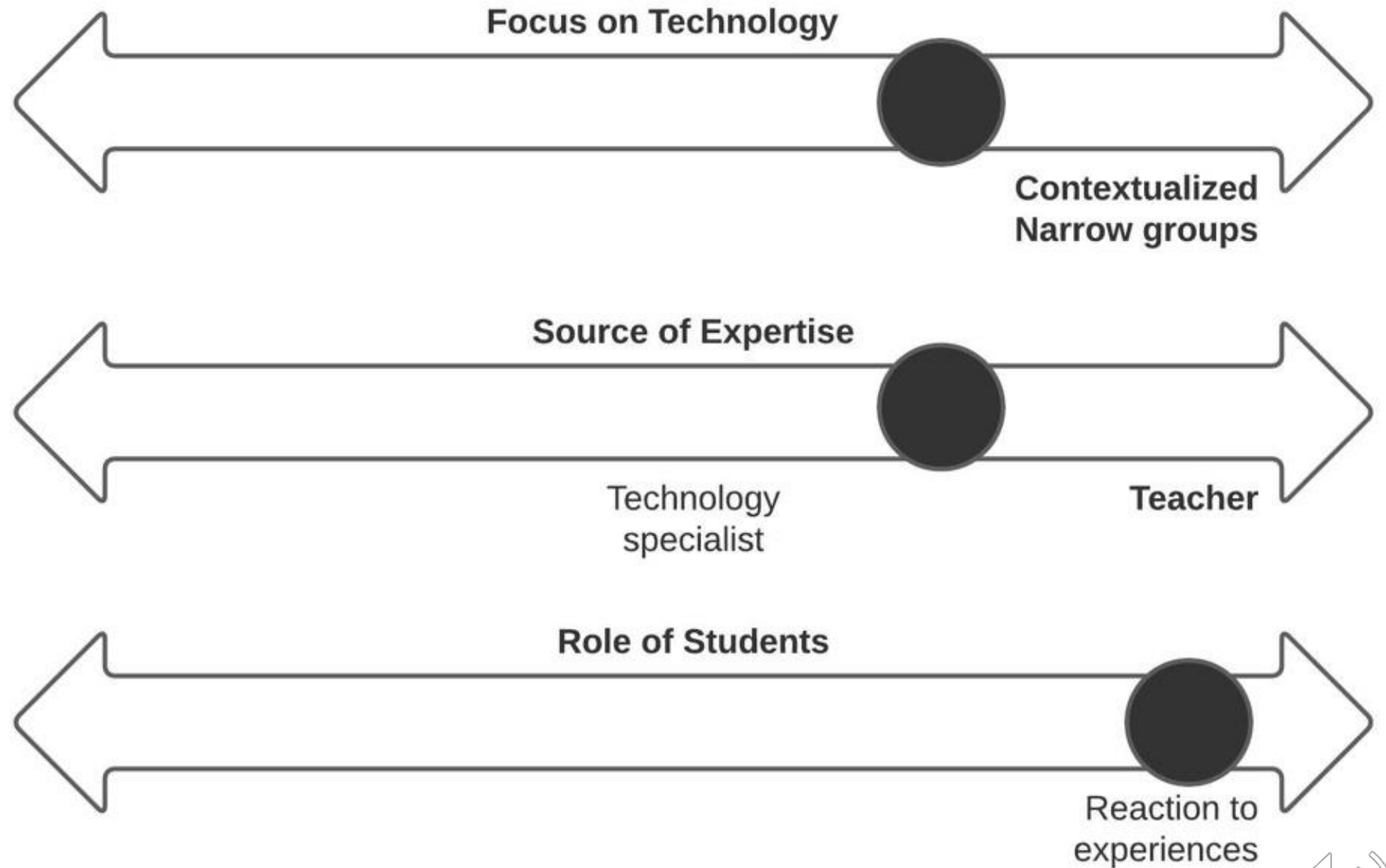
Planning

"You will prepare to use hardware or software in your classroom."



Design

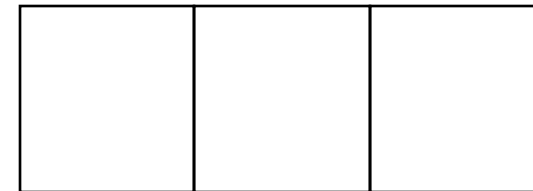
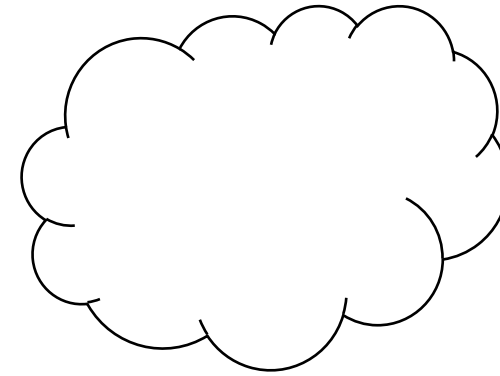
“We will revise the plans based on students' feedback.”



Discussion

Action research

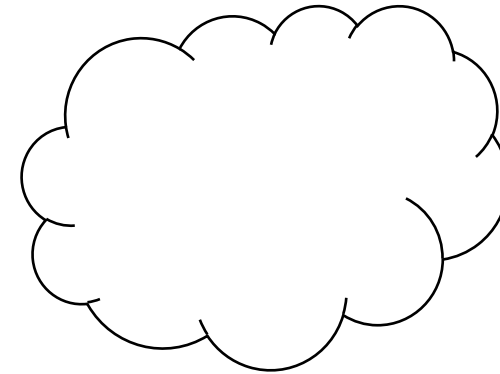
Unintended typology



The meaning for the leadership team #1

Authentic learning activity:

"If you told me, I would not understand it."



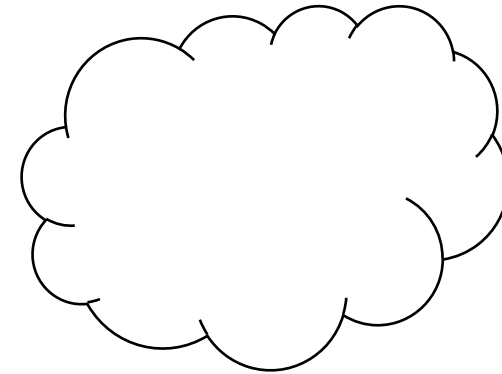
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The meaning for the leadership team #2

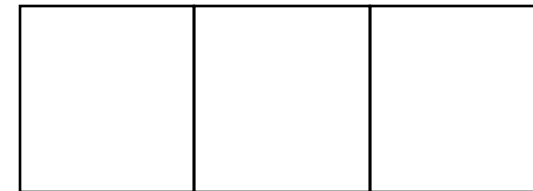
Authentic learning activity:

"If you told me, I would not understand it."



Operations:

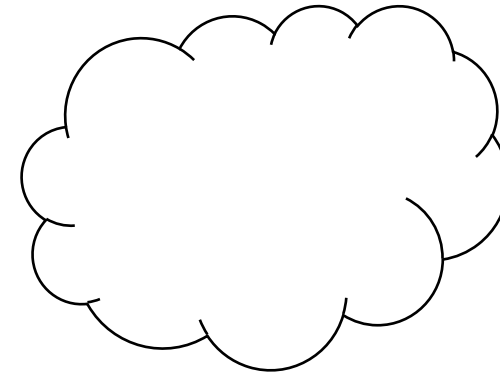
"It's not on the calendar if it isn't classified."



The meaning for the leadership team #3

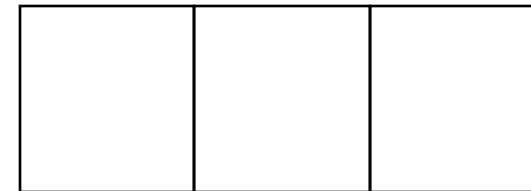
Authentic learning activity:

"If you told me, I would not understand it."



Operations:

"It's not on the calendar if it isn't classified."



Leadership:

"We all know what to expect."

