



NSDC Definition of Professional Development

- 34) **PROFESSIONAL DEVELOPMENT** - The Term 'professional development' means a comprehensive, sustained and intensive approach to improving teachers' and principals' effectiveness in raising student achievement –
- (A) Professional development fosters collective responsibility for improved student performance and must be comprised of professional learning that –
- (1) is aligned with rigorous state student academic achievement standards, as well as related local educational agency and school improvement goals;
 - (2) is conducted among learning teams of educators, including teachers, paraprofessionals, and other instructional staff at the school;
 - (3) is facilitated by well-prepared school principals and, or, school-based professional development coaches, mentors, master teachers, or other teacher leaders;
 - (4) occurs primarily multiple times per week or the equivalent of several hours per week; and
 - (5) engages established learning teams of educators in a continuous cycle of improvement that –
 - (i) analyzes student, teacher, and school learning needs through a thorough review of data on teacher and student performance;
 - (ii) defines a clear set of educator learning goals based on the rigorous analysis of the data;
 - (iii) achieves the educator learning goals identified in subsection (A)(5)(ii) by implementing coherent, sustained, and evidence-based learning strategies that improve instructional effectiveness and student achievement, such as lesson study and the examining of student work;
 - (iv) provides classroom-based coaching or other forms of assistance to support the transfer of new knowledge and skills to the classroom;
 - (v) regularly assesses the effectiveness of the professional development in achieving identified learning goals, improving teaching, and assisting all students in meeting challenging state academic achievement standards;



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- (vi) informs ongoing improvements in teaching and student learning; and
 - (vii) may be facilitated and strengthened by the local educational agency or other external assistance providers.
- (B) The process outlined in subsection (34)(A) may be supported and strengthened by activities such as courses, workshops, institutes, networks, and conferences that:
- (1) must address the learning goals and objectives established for professional development by educators at the school level;
 - (2) advance the ongoing school-based professional development; and
 - (3) are provided by for-profit and non-profit entities outside the school such as local education agencies, universities, education service agencies, technical assistance providers, networks of content-area specialists, and other education organizations and associations.

Proposal to amend: Elementary and Secondary Education Act of 1965 (ESEA). Title IX. Section 9101 (34)

NATIONAL STAFF DEVELOPMENT COUNCIL
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