Measuring the impact of teacher professional development

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1. Importance of professional development
2. Effectiveness of professional development
3. Ways to evaluate the effectiveness
4. My work – one tool
What do we mean by ‘professional development’

“Processes and activities designed to **enhance** the professional **knowledge**, **skills**, and **attitudes** of educators so that they might, in turn, **improve** the learning of students.”
Smart learning

Assessment for learning

Effective strategies

New trends
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Guskey (2002): 
“High-quality professional development is a central component in nearly every modern proposal for improving education.”
One of the 6 interventions seen at all stages of improvement was “building technical skills of teachers and principals, often through group or cascaded training”
1. Importance of professional development

2. Effectiveness of professional development
What does it mean for teacher PD to be “effective”?
Hill (2009): “The professional development ‘system’ for teachers is, by all accounts, broken ... Most teachers receive uninspired and often poor-quality professional development.”
Timperley et al (2002): “What is known to be effective ... is not always what is practised.”
Al Hassani (2012)
Bond (2014)
Thorne (2011)
Lewis (2002): US NSDC “estimates that only 10% of what teachers learn in traditional professional development activities is ever used in the classroom.”
1. Importance of professional development
2. Effectiveness of professional development
3. Ways to evaluate the effectiveness
How is teacher PD usually evaluated?
1. 

2.

“Processes and activities designed to enhance the professional knowledge, skills, and attitudes of educators so that they might, in turn, improve the learning of students.”
1. 
2. 
Evaluate
Guskey (2000):

• Reactions
• Learning
• Organisation
• Use / application
• Student learning

Desimone (2009):

• Design
• Knowledge, attitudes
• Classroom practice
• Student learning
• Context
Why doesn’t more PD evaluation focus on the impact of the PD?
Muijs & Lindsay (2008): “Higher levels [of impact] may be more difficult and more costly to evaluate.”
Fishman et al. (2003): “Ironically, teacher learning may be the most difficult thing to measure in professional development.”
Loucks-Horsley & Matsumoto (1999):

“It is both expensive and difficult to design and conduct evaluations that can isolate and measure the specific effects of professional development on student achievement.”
1. Importance of professional development
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4. My work – one tool
Business questionnaire

- Short
- Easy to use
- Based on sound theory
- Suitable for different types of training
Business questionnaire

Desimone

Guskey
Organizational results

Overall, it seems to me that the organizational climate has improved due to the training.

Organizational change

Overall, the culture and procedures in my school have improved due to this PD.
New questionnaire
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Evaluate

Teacher knowledge

Classroom practice

Organisational change

Student learning
THANK YOU
References

AlHassani, J. K. S. (2012). *Primary English language teachers' perceptions on professional development programs in public private partnership schools in AlAin, United Arab Emirates*. (Master of Education), United Arab Emirates University, Al Ain.


References


