

TECH FORUM
Insight and Innovation for Technology Leaders

April 28, 2006 ♦ Nasca, IL

**21st Century Strategies
for Professional Development**

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As a professional learning community...
"We will commit to ongoing professional development as a model of lifelong learning. The board, administration, and faculty must function in high-performing, collaborative teams focused on student achievement. **Staff development is a job-embedded and collaborative process, not a singular event.**"

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21st Century challenges:

• Challenges for educators:

- Be sure technology is not being used just for the sake of using technology.
- It can be daunting to keep up all the new technology that keeps coming out.
- Choosing technology that's useful to students with varying levels of tech savvy.

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Magic bullet? ...

- Start with a vision**
 - Staff development should be rooted in the goals and vision of a district.
- Focus on "How can technology be used to improve instruction?"**
- Establish an Action Plan**
 - What gets monitored, gets done.

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Challenge for leaders ...

- Leaders of technology staff development programs need to**
 - understand emerging technologies,
 - have a vision for using technology for transforming education from a "school improvement" perspective, and
 - lead by example.

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Challenge for teachers ...

- Challenges teachers face:**
 - Time
 - Access
 - Training

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Steps to Success
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- Provide flexible scheduling/options
- Provide access to appropriate hardware/software
- Provide access to "Peopleware" — just-in-time support vs. just-in-case training/workshops
- Provide incentives for participation

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"One-to-one" solution ...
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- **"Power Rangers" Staff Development laptop initiative**
 - Voluntary participation
 - "16-hour" yearly commitment
 - Monthly meetings
 - Observation and mentoring
 - Listserv collaboration = many experts
 - Success is recognized and celebrated

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"One-to-one" solution ...
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Why it works!
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- Adult learning focused on student achievement
- Principal/administrators/teachers involved in planning
- 24/7 access to technology provides anywhere/anytime learning
- Risk-taking and experimentation is encouraged
- Peer collaboration/support provides on-site, just-in-time learning

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Successful workshops ...
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- Motivational orientation
- Explanation of how concept can be used in immediate future (on Monday)
- Fun and humor!
- Sharing of ideas / Q & A
- Motivational summary
- Assessment / follow up

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References/Research
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- From ISTE's (International Society for Technology in Education) **Center for Applied Research in Education Technology (CARET)**, "What can school leaders do to enable teachers to make effective use of technology?" <http://caret.iste.org/index.cfm?fuseaction=evidence&answerID=39>
- From **NCREL** (North Central Regional Education Laboratory), a subsidiary of Learning Point Associates, *Critical Issues in Professional Development* <http://www.ncrel.org/sdrs/areas/pd0cont.htm>
- **National Staff Development Council (NSDC) Standards** <http://www.nsdc.org/standards/learningcommunities.cfm>
- "The Flywheel Effect," by Dr. Timothy D. Kanold, <http://www.nsdc.org/library/publications/jsd/kanold272.pdf>
- *101 Activities for Creating Effective Technology Staff Development Programs, A Sourcebook of Games, Stories, Role-Playing, and Learning Exercises for Administrators*, by Gerald D. Bailey and Gwen, L. Bailey. ISBN 0590497480, May 1995, Scholastic Press.
- **More Staff Development Links:** <http://www6.district.125.k12.il.us/staffdev/staffdevlinks.html>

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