

Building an Effective and Sustainable Staff Development Program

Rachel Robertson - GSA Conference July 2010
Attendee Session Notes and Handouts



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Training	Professional Development Program

Notes:

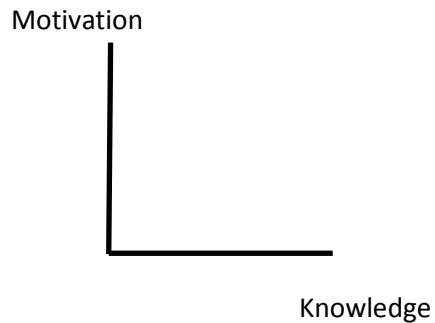
Bloom's Taxonomy



Kirkpatrick's Levels of Evaluation



Performance Assessment



Adult learning basics

Adults learn best when:

- they have to (to achieve another goal) or want to
- their learning style is addressed
 - Kinesthetic
 - Visual
 - Auditory
- the atmosphere is informal and comfortable
- opportunities for practice are offered
- are respected a self-directed and responsible learners with ideas to contribute
- they can contribute their experiences to the learning setting
- they can relate to learning they already know
- the content is immediately relevant or usable in a way that can be foreseen

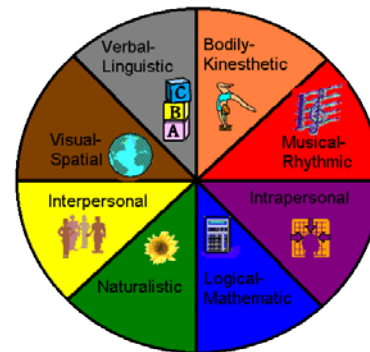
Why does memory matter?

- Moving information into long-term memory is the goal so it can be retrieved as needed
- Memories tied to emotion are prioritized in your brain
- The brain searches for patterns and connections in information

Maslow's Hierarchy of Needs



Gardner's Multiple Intelligences



Teambuilding Tips:

- Share common goals while embracing unique individuality of team members
- Develop relational trust
- Have ground rules
- Treat everyone the same
- Ensure everyone contributes
- Communicate effectively: talk and listen
- Aim for synergy rather than groupthink

Professional Development Planning Template

Name	Personal Goal	State or Program Requirement	Plan for Achieving	Current Status
Julio	Increase knowledge of ECE art and music	30 hours of training each year	2 classes through CCR&R on art and staff meetings	As of 6/30 completed 1 class and attended 5 meetings

I want to remember....

I will use this learning to....