

# NJEA Definition of Professional Development

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## PROFESSIONAL DEVELOPMENT

The term 'professional development' means a comprehensive, sustained and intensive approach to improving teachers' and administrators' 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 the NJCCCS, Professional Development Standards for NJ Educators, Professional Standards for Teachers and School Leaders, as well as district and school improvement goals;
  2. is conducted among collaborative learning teams of educators with support from educational support personnel;
  3. is facilitated by well prepared teacher leaders and educators;
  4. occurs primarily within the school day several times per week;
  5. provides for reflection on the effectiveness of professional learning that leads to ongoing improvements in teaching and student learning;
  6. engages collaborative 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 student learning;
    - ii defines a clear set of educator learning goals based on the rigorous analysis of data;
    - iii achieves such educator learning goals by implementing coherent, sustained, and evidence-based learning strategies that improve instructional effectiveness and student achievement;
    - iv provides classroom based collegial coaching, mentoring, and other forms of assistance to support the transfer of new knowledge and skills to the classroom;
    - v regularly assesses the effectiveness of professional development in achieving identified learning goals, improving teaching and learning, while assisting all students in meeting the NJCCCS;
    - vi may be facilitated and strengthened by external assistance may be facilitated and strengthened by external assistance.
  7. is supported by sufficient resources to achieve the goals and objectives established by district and school planning committees and individual educators.
- B.** The process outlined in section A may be supported and strengthened by activities such as courses, workshops, institutes, networks, and conferences that:
1. 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. may be provided by profit and non profit entities outside the school such as universities, education service agencies, technical assistance providers, networks of content-area specialists, and other education organizations and associations.



Adopted by the NJEA Delegate Assembly – March 21, 2009