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The dilemma of choosing professional development participants ...

Design Principle: Design PD for multiple years and choose teachers who are already learners and leaders

Yes
But

Practitioner Providing PD

Strengths-based approach
Meet learners where they are
Work with all learners
Work with learners multiple years

Researcher Providing PD

Strengths-based approach
Meet learners where they are
Many considerations

Initial Design Principle

Design PD for multiple years and choose teachers who are already learners and leaders

Based on
- My research trajectory
- My research questions
- My context
- An understanding of teacher learning
- A strategy for building a program of research over time

start small, SCALE UP

Consultation Case

- Exploratory Project Type
- Teaching Strand
- Level 1, $450,000 for 3 years
- Explore the impact of an existing innovation on PreK-2 students' mathematical reasoning as well as their identity and agency
- What is the potential for developing a research base around an existing innovative practice to support students' development of mathematical reasoning grades in PreK-2?
- One year of professional development
- 25 teachers
- Across 2 sites
- Recruit single teachers, a grade level team, a whole school?

Considerations

- What do you want to learn regarding a particular innovation?
- Who are the research subjects? Teachers? Students? Administrators?
- Do the demographics of your participants matter to your study?
- What role does professional development play in your study?
- What do you want the participants to learn?
- What is the scope and duration of your project?
- How much money do you have?
- How long are you planning to provide professional development?
- Do you study participants who have experience with the innovation or not?
- Do you recruit from a school or a district?
- Are the participants people you know?
- Do you want to choose participants?
- Do you want volunteers?
- Do you want participants who apply?
- Do you want others to help you choose?
- What is the best-case scenario in terms of participants?
- What is the worse-case scenario in terms of participants?

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What is your own research trajectory?

❖ **Exploratory**

❖ **Design and Development (early or late state)**

❖ **Impact Studies**

❖ **Implementation and Improvement**

How much time and money do you have?

- Level I: $450,000 with duration up to 3 years
- Level II: $3,000,000 with duration up to 4 years
- Level III $5,000,000 with duration up to 5 years

Design principle for resolving the dilemma of who the participants should be ...

Within a single research project …

Within a program of research …

Ask yourself many questions because it depends.