






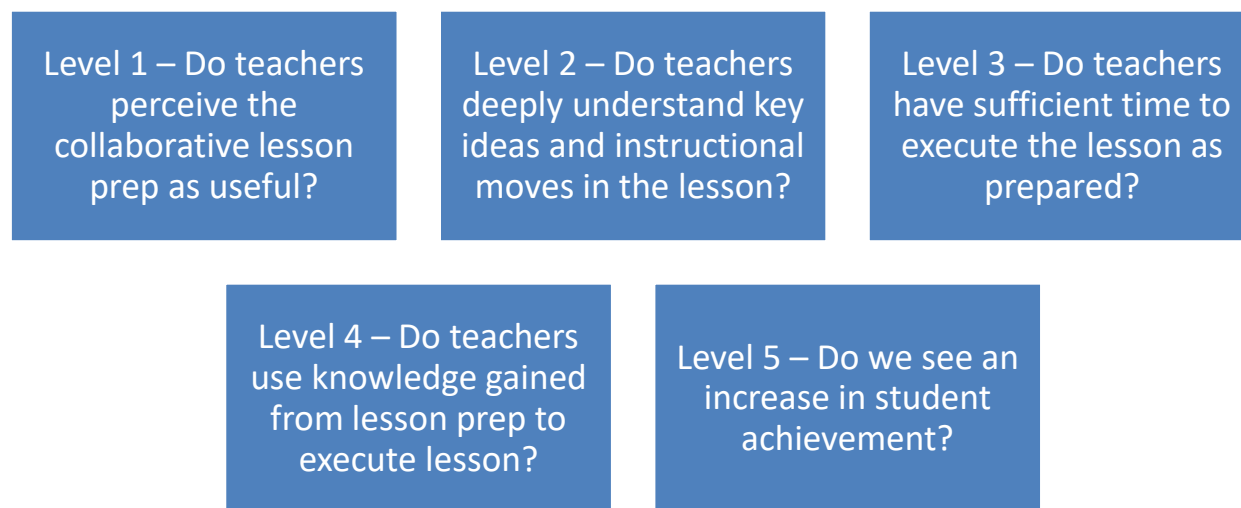
Guskey's Levels for Evaluating Professional Learning

Levels Overview

Level	Description	Ways to Measure
 1. Participant Reaction / Satisfaction	<ul style="list-style-type: none"> Measures of how well participants liked the PL experience (useful, well-planned, relevant, knowledge presenter, etc.) 	<ul style="list-style-type: none"> Surveys Session feedback forms
 2. Participant Learning	<ul style="list-style-type: none"> Measure of the change in knowledge, skills, or mindsets of the participants. 	<ul style="list-style-type: none"> Written tests / assessments Performance tasks Artifacts produced during PL experience
 3. Org. Support / Conditions	<ul style="list-style-type: none"> Measure of conditions that allow the PL to be effectively utilized. 	<ul style="list-style-type: none"> School records Meeting notes Targeted questionnaires / interviews
 4. Educator Practice	<ul style="list-style-type: none"> Measure of PL's impact on educator practices with students. 	<ul style="list-style-type: none"> Observation of teacher (informal) Educator evaluation
 5. Student Outcomes	<ul style="list-style-type: none"> Measure of change in student outcomes as a result of PL. 	<ul style="list-style-type: none"> Summative or interim assessment data Student work Other student outcomes (e.g. discipline referrals)

Notes:

Example: Collaborative Lesson Prep to Support Curriculum Implementation



Practice: New Induction Coaching Program

Context:

- New teachers are leaving the district at higher than expected rates.
- Student performance in beginning teacher's classrooms is consistently below your expectations.
- The district has decided to tackle this problem by investing title II funds to create an induction coaching program.
- The program will include dedicated instruction coaches, time for the coaches to observe and debrief with educators in the program, and a dedicated PLC for new educators facilitated by the coaches.
- You anticipate the program will have a positive impact on both the retention of new educators and student outcomes in their classes.

Key Questions:

- What data would you want to gather at each level of the Guskey framework?
- How could you get this data?






See table on next page.

Level	What Do We Want to Know?	How Could We Get This Information?
 1. Participant Reaction / Satisfaction		
 2. Participant Learning		
 3. Org. Support / Conditions		
 4. Educator Practice		
 5. Student Outcomes		

Practice: Your Initiative

- Consider a professional learning initiative that is either currently underway in your district or you are consider for the next school year.
- Complete the table of Guskey levels. For each level, name the data you would like to collect and how you might practically achieve that collection.

My Initiative: _____

Level	What Do We Want to Know?	How Could We Get This Information?
 1. Participant Reaction / Satisfaction		
 2. Participant Learning		
 3. Org. Support / Conditions		
 4. Educator Practice		
 5. Student Outcomes		

