



# Strategies for Planning Effective Professional Development

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# My Professional Mission and Bias

I strive to:

Empower all school psychologists to be amazing in their work!

To be considered irreplaceable!

To be able to or working towards providing comprehensive school psych services!

# Planning Professional Development

Can be intimidating!

So, how do we make professional development engaging, relevant to district work and result in staff changes?

# Why Should School Psychologists Offer to Facilitate Professional Development?

**YOU** have a broad skillset and lots to offer school staff!

**THIS IS an opportunity** that allows staff to see you and hear from you in a new and different way as you share your knowledge.

**THIS IS an opportunity** to use stories. Stories can build trust. It allows you to send the message that “we’re all in this together” and “I’ve been there too.”

**THIS IS an opportunity** to advocate for your broad skillset and to help admin by leading PD which allows you to build stronger relationships with them!

**If not you, then who?**

## Session Objectives

School Psychs **will know** strategies for planning effective professional development.

School Psychs **will understand** why these strategies make professional development more effective.

School Psychs **will be able to** use Professional Development as a way to advocate for expanded role activities.

# Objectives (Tip #1)

START WITH THE WHY? WHY AM I SHARING THIS INFORMATION?

- What do I want to change?
- What outcomes do I want?

1. Start with your Objectives
2. Connect your work to what teachers are learning or focusing on in the district.

Marzano's work: "Know, Understand, "Be Able To"

# Identify Target Audiences: (Tip #2)

*Who are they? What do they need to know?*

*How will offering PD help my admin and staff?*

Paraeducators or Teacher Aides

Instructional or Behavioral Coaches

Parents

Other Mental Health Team Members

Classroom Teachers

Administrators

Special Education Teachers

Community Members

School Psychologists

Other special education staff  
members

Identify Topics (Tip #3) Use your passion, expertise and connect it to school needs. **Look around the school and listen, the needs usually become evident.**

**Behavior**

**Mental Health**

**Interventions**

**Verification law, processes and procedures**



# Effective Professional Development Facilitation Strategies (Tip #4)

## **ORGANIZATION**

Start with WHY

Activate prior knowledge

Chunk your information

Use scenarios and/or stories

Give them the Take-aways

End with next step commitments and follow-up when possible.

## **STRATEGIES**

Use Think-Time, Write-Time and Talk-Time

Assign staff into partners or groups

Use time-limits and attention getters

Keep the pace peppy

# Personal Example

Start with WHY

**Why we were talking about this topic (Behavior Management)**

Activate prior knowledge

**Start with Think, Write, Pair-Share to Activate Prior Knowledge and (in this case) to Give Them Kudos**

Chunk your information

**Building Relationships 1st, Positive Reinforcement 2nd**

Use scenarios and/or stories

**Show a video or give a scenario. Think, Write, Pair-Share. A 2nd concept related to Building Relationships (Tell a personal story) Conclude with Think, Write, Pair-Share**

Give them the Take-aways

**Tell them the take-aways**

End with next step commitments and follow-up when possible.

**Conclude entire presentation with next step commitments they turn in.**

# Why Do I Set Up Professional Development This Way

## WHY

**People want to know why they are listening to this.**

Think-Write-Pair Share with Time-Limits

People need to process information every 5-10 minutes. It activated their thinking on the topic. It was an opportunity for positive feedback.

Use a video or a scenario

Videos allow them to hear from someone else. Scenarios allow them to apply what you are talking about to real-life situations. (Psychs=case studies)

Personal Story

Stories are interesting. They build credibility and mentality of “I’ve been there and I’m with you.”

Think-Write-Pair Share with Time-Limits

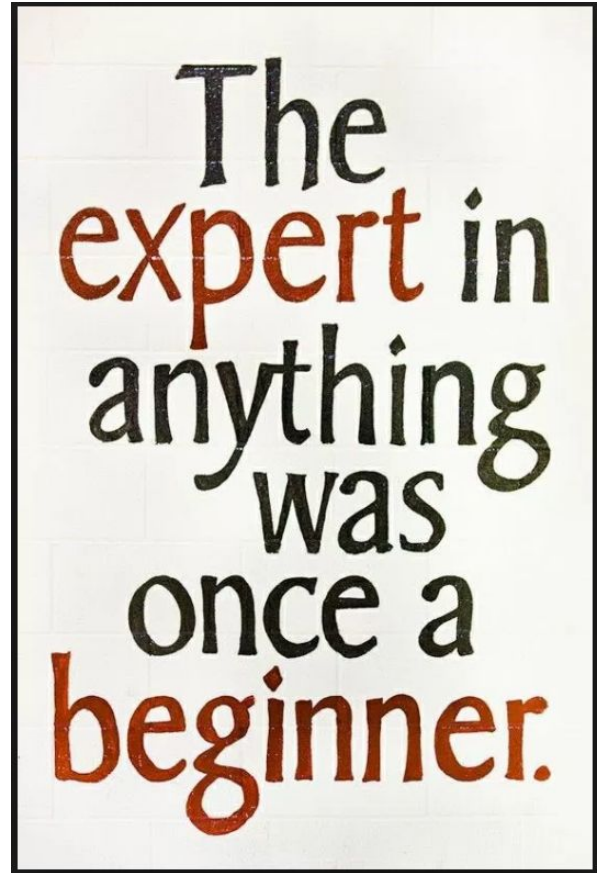
People need to process information every 5-10 minutes. Gives them time to start thinking about action steps. Time limits keep my pace ‘peppy.’

What are the take-aways

If i’m not explicit in the take-aways, they might ‘take-away’ the wrong idea.

## Practice and Edit (Tip #5)

You'll feel more confident!



# What are the Most Effective Professional Development Topics?

**Teachers & Paras:** Behavior Management

**School Psychologists and Administrators:** Eligibility and special education processes (e.g. manifestation process)

**School Psychologists:** Expanding roles for school psychologists (mental health, behavior, interventions)

**Parents:** Academic and behavior Interventions

**Paras:** Academic Interventions

**YOUR IDEAS?**

# Facilitating Professional Development

## Take-aways

You can do this!

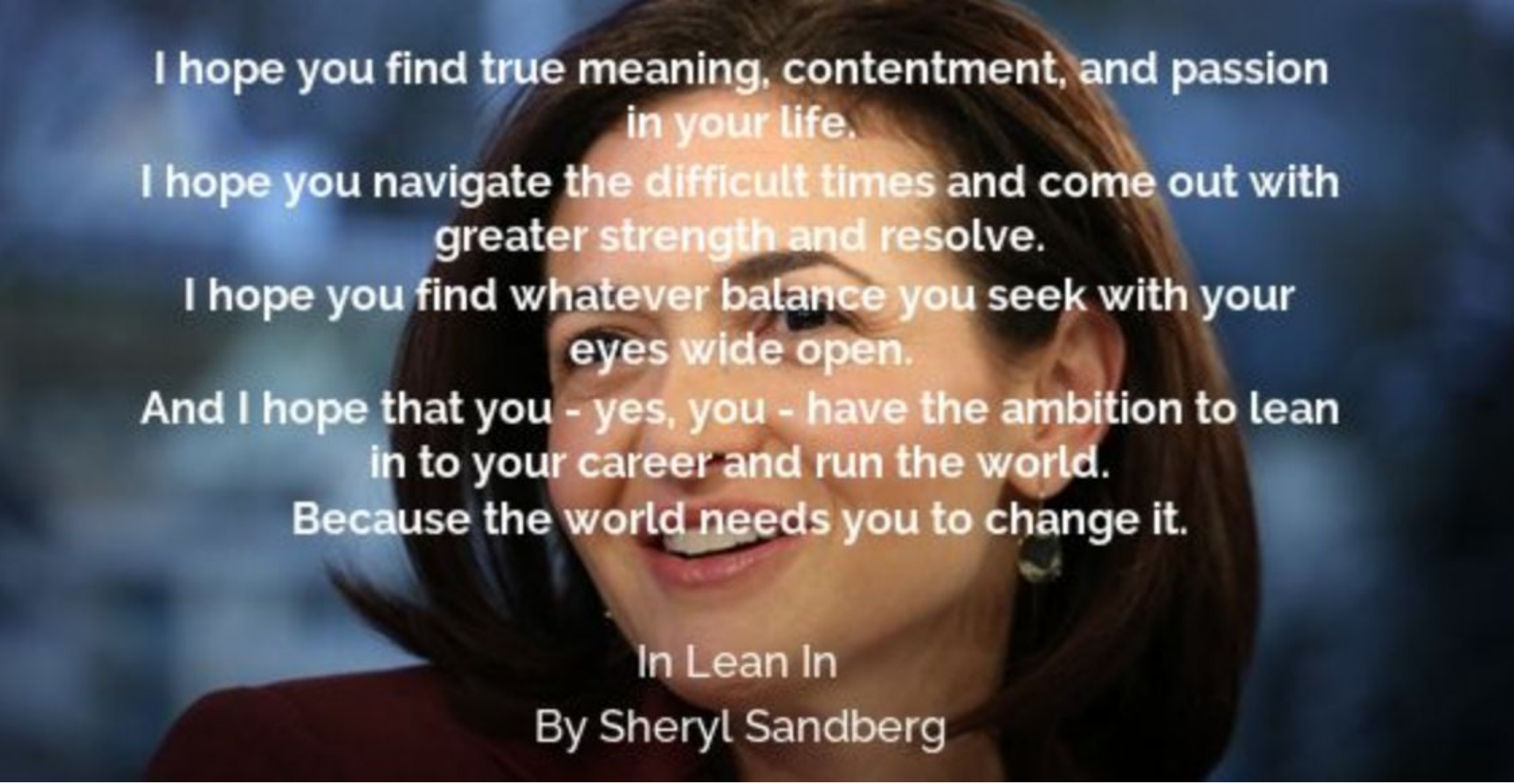
Organize your session.

Use the strategies.

Trust yourself.

Talk about things you're passionate about.

Think strategically about who, what and why.



I hope you find true meaning, contentment, and passion  
in your life.

I hope you navigate the difficult times and come out with  
greater strength and resolve.

I hope you find whatever balance you seek with your  
eyes wide open.

And I hope that you - yes, you - have the ambition to lean  
in to your career and run the world.

Because the world needs you to change it.

In Lean In

By Sheryl Sandberg

# School Psychologist Collaboration

**SWITCHING  
GEARS  
ABIT...**





# School Psychologists Seek Feedback and Collaboration

**New Staff:** Monthly Professional Development Meetings

**Focus:** Facilitating Effective Meetings & Discussing evaluation plans

**How:** Experienced school psychs came over lunch hour and gave specific feedback to partners.

**Outcome:** Better meetings, better collaboration, better skill set, more confidence, improved relationships.

**WHY?** Because opportunity to receive feedback and reflect on work.

# How Do You Find Collaboration and Support from Other School Psychologists?

Use my colleagues from state organization

Use my colleagues I've met over the years

Use the colleagues I went to graduate school with

Use my school psych trainers

**WHAT IDEAS DO YOU HAVE?**

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**My 2 favorite hashtags:**

**#SchoolPsychs and #ChangeTheWorld**



**School  
Psychology**