Job-Embedded Professional Development Tied to Student Data and Evaluation Results

The National Institute for Excellence in Teaching (NIET) has more than a decade of experience designing and implementing continuous, job-embedded development during the regular school day focused on specific student and teacher needs. Our system incorporates the research-based strategies of collaborative learning teams and instructional coaching. Going a critical step further, NIET helps districts and schools create high-quality professional development to support teachers in improving their skills, as well as ensure that these activities ultimately deliver positive results for teachers and their students. We offer a set of specific protocols to guide the development, delivery and follow-up required to maximize the impact of professional development on teacher effectiveness and student achievement:

- In weekly scheduled professional development sessions, teachers identify and analyze student learning needs, learn instructional strategies and engage in collaborative planning.
- Teacher leaders thoroughly vet the strategies in a systematic, action-research process to ensure high-quality strategies and an in-depth understanding of how to teach each one.
- Weekly professional learning groups follow explicit protocols to guide teams through a process. Teacher leaders are evaluated in part on their ability to design and deliver effective support.
- Teachers are individually supported in the classroom by expert teacher leaders to hone strategies until they achieve results.
- As the instructional leaders in the building, principals are given the tools to evaluate and coach the leaders of this integrated professional development.

About the NIET Best Practices Center

With over a decade of on-the-ground expertise, the National Institute for Excellence in Teaching (NIET) supports states, districts and schools in attracting, developing, supporting and retaining high-quality human capital in order to raise achievement levels for all students. Equipped with a diverse staff from education and business—combined with a broad coalition of school practitioners—NIET is a 501(c)(3) nonprofit organization that pursues this mission through two signature initiatives: TAP: The System for Teacher and Student Advancement and the newly created NIET Best Practices Center (BPC).

Based on the knowledge and capability gained from TAP, combined with the growing demand for proven reforms in teacher and principal effectiveness, NIET created the Best Practices Center to meet the need for powerful technical assistance and support. With proven results and leadership in educator quality and reform, the Best Practices Center provides schools, districts and states with Service, Support and Solutions—including direct training and innovative tools and online resources.

For more information, visit www.niet.org, email info@nietbestpractices.org, or call 310-570-4860.

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