



Implementing Evidence-Informed Professional Development Practices

This activity was created by the [Early Intervention-Early Childhood Professional Development Community of Practice](#) (EI-EC PD CoP) in an effort to bring attention and awareness to the importance of implementing evidence-based professional development in early intervention and early childhood special education. **Professionals who may benefit from this activity include (but are not limited to) administrators, training and technical assistance providers, educators, supervisors, coaches, mentors,** and any other individuals who are responsible for developing, coordinating, delivering or supporting initial and ongoing professional development activities.

Step 1: Reflect on Your Practices

With a partner, reflect and discuss variables, resources and/or standards you currently consider when planning and developing quality professional development. Consider how you evaluate the impact of your professional

Notes on resources and standards you currently employ:

development offerings and how often this is done.

Step 2: [Watch this video](#) (12 min)

Dunst's (2015) 7 Key Features of Evidence Informed In-Service Professional Development Model - This short video was created on behalf of the Early Intervention-Early Childhood Professional Development Community of Practice. An overview is provided of Dunst's (2015) model of evidence-informed professional development.

Notes/Ideas/Insights/Reflections/Questions from this video:

Step 3: Want more information?

Please read the following article by Carl J. Dunst, PhD (published in *Infants and Young Children* in 2015): [Improving the Design and Implementation of In-Service Professional Development in Early Childhood Intervention](#).

Step 4: Think Back

Think back on a recent professional development training opportunity you designed, implemented, and/or supported. Make note of any key features from the *Evidence-Informed In-Service Professional Development Model* you employed and any challenges you would have faced. Following your individual reflections and notes share with a partner and brainstorm ways to overcome the challenges and obstacles you noted.

Key Features of the <i>Evidence-Informed In-Service Professional Development Model</i> (Dunst, 2015)	In what ways did you include any of these key features in the professional development opportunities you designed, implemented and/or supported?	What are some of the challenges you would have faced with these features?
1. Professional Development specialists' explicit explanation and illustration of the specific content knowledge and practice to be learned		
2. Active and authentic job-embedded practitioner opportunities to learn to use a practice and to engage in evaluation of their experiences		
3. Explicit inclusion of different types of practices for engaging practitioners in reflection on their understanding and mastery of a practice		
4. Coaching, mentoring, or performance feedback by a professional development specialist during in-service training		
5. Ongoing follow-up supports by professional development specialists, coaches, supervisors, peers, and so forth , to reinforce in-service learning sessions		
6. In-service professional development of sufficient duration and intensity to provide multiple opportunities to become proficient in the use of a practice		
7. In-service professional development that includes all or most of the six sets of key features described earlier is more likely to be effective than professional development including fewer features		

Step 5: Think Ahead

Think ahead to an upcoming professional development training opportunity you will be designing, implementing, and/or supporting. Make note of any key features from the *Evidence-Informed In-Service Professional Development Model* you may employ and how to overcome any challenges you will face. Following your individual reflections and notations share with a partner your plans to utilize more of the key features from the *Evidence-Informed In-Service Professional Development Model* and your plans to overcome obstacles.

Key Features of the <i>Evidence-Informed In-Service Professional Development Model</i> (Dunst, 2015)	In what ways will you include some or all of these key features in the professional development opportunities you will design, implement and/or support?	What are some of the challenges you will face with these key features and how will you find ways to overcome it?
1. Professional Development specialists' explicit explanation and illustration of the specific content knowledge and practice to be learned		
2. Active and authentic job-embedded practitioner opportunities to learn to use a practice and to engage in evaluation of their experiences		
3. Explicit inclusion of different types of practices for engaging practitioners in reflection on their understanding and mastery of a practice		
4. Coaching, mentoring, or performance feedback by a professional development specialist during in-service training		
5. Ongoing follow-up supports by professional development specialists, coaches, supervisors, peers, and so forth , to reinforce in-service learning sessions		
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7. In-service professional development that includes all or most of the six sets of key features described earlier is more likely to be effective than professional development including fewer features		

Step 6: Follow-up

Identify a peer, mentor or colleague with whom you can engage in ongoing discussion about the *Evidence-Informed In-Service Professional Development Model*. Establish a plan to support one another in new professional development initiatives as you work to implement the key evidence-informed features you have learned. This may also include identifying others to join the conversation and setting a future date to check in on activities completed, next steps and/or strategies to overcome challenges faced.

The person(s) who I will ask to help coach, mentor, and provide feedback as I plan and deliver upcoming in-service professional development using key features from the *Evidence-Informed In-Service Professional Development Model*:

Key features I will focus on (*include how, when and by what date you'd like to try these by*):

Obstacles or challenges I will work to overcome: