

STAFF DEVELOPMENT MODEL

STERLING CRITERIA

1.0 LEADERSHIP | 2.0 STRATEGIC PLAN | 3.0 CUSTOMER FOCUS | 4.0 INFORMATION AND ANALYSIS | 5.0 HUMAN RESOURCE FOCUS | 6.0 PROCESS MANAGEMENT | 7.0 RESULTS

Identify Content

The knowledge, skills and attitudes to be acquired through staff development

The content of staff development as determined by the needs of the following audiences

INSTRUCTIONAL

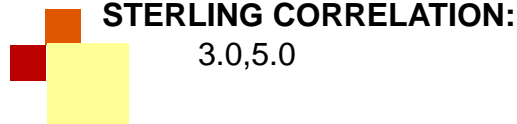
All employees who are assessed using the IPAS

LEADERSHIP

All employees who are assessed using the APPAS

NON-INSTRUCTIONAL SUPPORT SERVICES

All employees in the non-instructional bargaining units



Implement Process

The research-based components of staff development

ASSESS Needs (3.0)

ALIGN to content (2.0)

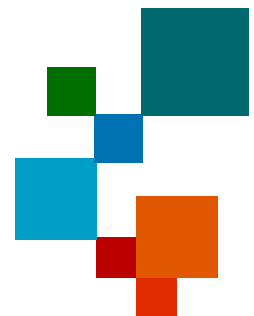
IDENTIFY learner outcomes based on needs/data analysis (2.0)

IDENTIFY an evaluation system based on learner outcomes (2.0)

DESIGN the delivery of Results Driven Staff Development (2.0)

- o Learner Outcomes
- o Adult Learning Principles
- o Job-embedded
- o Follow-up & Feedback

STERLING CORRELATION:
2.0,3.0,4.0,6.0



Ensure Context

The internal and external environmental conditions that support staff development

CULTURE should (1.0,5.0)

- I. Value Collaboration
- II. Promote Change
- III. Support collegial conversation

STRUCTURE should provide (1.0,2.0)

- I. Organizational Framework
- II. Staff Support
- III. Financial Resources

LEADERSHIP should

- I. Provide time and opportunity
- II. Encourage collegial conversation
- III. Guide continuous improvement

STERLING CORRELATION:

1.0,2.0,3.0,4.0,5.0,6.0,

Assess Impact

The effect of staff development on student achievement and/or job performance

INSTITUTIONALIZATION OF THE INITIATIVE(1.0)

- o Individual
- o School/Department
- o District

CONTINUOUS IMPROVEMENT(4.0)

- o Analyze results against desired outcomes
- o Evaluate behavior change of individual, school, department, District
- o Readdress content, process and context

STERLING CORRELATION:

1.0,3.0,4.0,7.0

