Principles of Effective Professional Development


1. Professional development is an ongoing process.

2. Professional development experiences are most effective when grounded in a sound theoretical and philosophical base and structured as a coherent and systematic program.

3. Professional development experiences are most successful when they respond to the individuals' background, experiences, and the current context of their role.

4. Effective professional development opportunities are structures to promote clear linkages between theory and practice.

5. Providers of effective professional development experiences have an appropriate knowledge and experience base.

6. Effective professional development experiences use an active hands-on approach and stress an interactive approach that encourages students to learn from one another.

7. Effective professional development experiences contribute to positive self-esteem (and learning mastery) by acknowledging the skills and resources brought to the training processes as opposed to creating feels of self-doubt or inadequacy by immediately calling into question an individual's current practices.

8. Effective professional development experiences provide opportunities for application and reflection and allow for individuals to be observed and receive feedback upon what has been learned.

9. Students and professionals should be involved in the planning and design of their professional development program.