

# THE 4 PILLARS OF EFFECTIVE PD

District leaders share how they used digital content from leading publishers such as **ASCD**, **ISTE**, and **Solution Tree** to build sustainable and equitable professional development (PD) or learning programs. You can too!



## MAKE IT PERSONALIZED

It's impractical for educators to have all of the research and literature. It's also hard to anticipate what might be needed in the future. Teachers need to find what they need, when they need it.

"The nice thing is that *Gale eBooks* provide unlimited, simultaneous access. Everyone can read the same book at the same time. Plus, since it's a large PD collection that deals with a wide range of topics, individuals can identify the areas that are important for their own learning."

**Doreen Bergman**  
Director of Educational Programs,  
Onondaga-Cortland-Madison Board  
of Cooperative Educational Services



## EMBED IT INTO THE JOB

To support continuous improvement, adults have to be learners. Most districts have curriculum leadership structure. These meetings should include learning for the teacher leaders and administrators on the team.

"I could have purchased 40 copies of a title from ASCD and passed it out to everyone to flip through. But giving people an entire book without sufficient time to read and have structured learning interactions might have been wasteful. Luckily, we have this book through *Gale eBooks: Professional Learning*."

**Jeff Craig**  
Assistant Superintendent for  
Curriculum and Instruction,  
Cortland Enlarged City  
School District



## KEEP IT SUSTAINABLE

Professional learning days are few and far between. Regularly communicate with faculty and sustain focus on goals. Examples and suggestions to support student engagement can be provided to teachers on a periodic basis.

"Reading articles and chapters from our PD collections makes the times when we come together in a formal setting much more productive, effective, and efficient for our participants. We're really moving from traditional to future ready."

**Doreen Bergman**  
Director of Educational Programs,  
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of Cooperative Educational Services



## TIE IT TO EVALUATIONS

Improved follow through for teachers leads to improved student success. Use a digital library to find research-based, proven strategies that drive growth. Then attach that to any web-based evaluation tool.

"Our professional evaluation system is based on Charlotte Danielson's work, which is a set of four domains or four aspects of teaching and learning that have subcategories that can be used to drill down to provide feedback to teachers as well as use for discussion points."

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For more information, access our white paper and webinar at [gale.com/4pillars](https://gale.com/4pillars).