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# Capacity Building Online Professional Development

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Barbara Treacy  
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# About EdTech Leaders Online (ETLO)

- n Goal: Build organizational capacity to use online learning to meet local goals
- n Participating organizations include: school districts, state departments of education, regional consortia, PD providers
- n Based in the Center for Online Professional Education at EDC
- n 2000: ETLO launched with 14 teams including LAUSD
- n 2003: SREB Partnership for pilot state programs
- n 2005: USED funded 8 state *E-Learning for Educators* based on ETLO model
- n 2007: Over 1400 online specialists trained in over 36 states to deliver workshops for over 35,000 educators



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# EdTech Leaders Online Programs

- n Teacher Professional Development and Virtual Schools Programs
  - q Online Instructor
  - q Online Course Developer
- n Key Components
  - q Semester long, graduate level training courses
  - q Practicum opportunity to teach online
  - q 50 online workshops in K-12 content areas
  - q National online community for ongoing support
  - q Implementation and planning services
  - q Graduate credit

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# Examples of local implementation

- n MS Dept of Ed: OPD for teachers on emergency certificates
- n WV Dept of Ed: OPD to address 21 century skills
- n DE Dept of Ed: Cluster workshops for salary increase
- n Oregon Mathematics Leadership Institute: State-wide math OPD
- n Boston Public Schools: Formative assessment for ELA instruction
- n TN Dept of Ed: OPD to enable access for rural teachers
- n Montana State University: OPD for library media specialists
- n Milwaukee Public Schools: Data based school reform
- n LA Dept of Ed: Leadership Development for Teacher Leaders
- n ACES Regional Center, CT: Multicultural education

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# ETLO OPD Model – some lessons

- n OPD must incorporate basic principles of effective PD
- n Content and pedagogy lead; technology follows
- n Maintain a focus on classroom practice
- n Capacity-building, team approaches enable sustainability
- n Teachers are effective leaders and/or designers of OPD
- n Learning community model enables reflective discussions
- n OPD must be integrated with other PD activities – not replace
- n OPD is ongoing and enables follow-up

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# ETLO OPD Model – some lessons, cont.

- n Importance of flexible programs based on local needs
- n Training in specific techniques and approaches necessary: teaching context and interactions are different from face to face!
- n Assessment strategies: new opportunities and challenges
- n Need to pay attention to access issues
- n Importance of being online student before online instructor!

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# Sample facilitation strategies

- n **Communication**
  - q Combine whole group and individual email regularly
  - q Use the phone when necessary
  - q Combine synchronous and asynchronous methods if possible
  - q Provide clear requirements for online discussions (2-3X /week)
  - q Session summaries help maintain pace and support learning
- n **Expectations: Establish clear expectations and deadlines**
- n **Online Voice**
  - q Be positive, personal, informal and mindful of tone – be a model!
  - q Encourage participant reflection/use effective questioning techniques
  - q Use humor where you can!
- n **Feedback: Provide regular feedback**

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# E-Learning for Educators: Experimental Research on OPD

- n Eight states implementing state-level ETLO programs
- n Research plan:
  - q 18 month experimental study starting in March 2007
  - q Math and ELA: middle school and elementary studies
  - q Teachers complete a series of three workshops
  - q Teachers assessments (3X): background, pedagogical beliefs, content knowledge, instructional practices
  - q Student assessments (2X): background, instructional practices, content knowledge

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## Some quotes from teachers/facilitators

“I am a first year teacher. . I teach first grade at Gibson Elementary in the Birmingham City Schools system. It has been a joy to work along with my colleagues in completing the requirements for the Facilitator's course this summer.. I knew that teachers were a force to be reckoned with ...but WOW!! I am impressed. Teachers just seem to have a way with showing up... I am honored to be counted among you!!”

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## Quotes from teachers, cont.

**“The course moved rapidly as research articles provided meat for discussions on topics relevant to online learning and facilitation. Attributes of adult learners, different teaching and learning styles, and developing plans to encourage high levels of participation provided content for lengthy discussions. These qualities and strategies not only enable online learners but students in classrooms as well. I cannot think of when I’ve enjoyed a course as much as I have this one, nor can I remember feeling any more comfortable, or gaining more applicable learning than in this course.”**

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# One more...

**“People will love these online workshops because they are completely relevant to the classroom! I am dying for February to come so I can facilitate!”**

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# Thank you!

Barbara Treacy

[btreacy@edc.org](mailto:btreacy@edc.org)

EdTech Leaders Online

<http://www.edtechleaders.org>

Education Development Center

<http://www.edc.org>

<http://edc.blackboard.com>

