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Redesigning Professional Development:CTZXf`(!)%
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Using ì ve critical levels of evaluation, you can improve your school's professional development program. But be sure to start with the desired result—improved student outcomes.

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j [TǫfV[bb_f'fcXaWba'cebYXff\baT_WXi X_bc` XagTaWj Tagǫǫ'^abj z8bXf'ǫ X'ǫiXfǫ XagI' X_WǫTaZU_X
cTI bñf'beVbh_Wǫ Tǫ` baXI' UX'fcXag'a UXǫǫXe'a f bXf` bXVbg 5' Z\ 5l' ǫ' cǫiXfǫbaI'

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2. Participants' Learning	8\WcTeg\WcTagf TVdh\ex'g[X \agXa\W\W ^abj_XWZX'TaW f^_\f3	CTcXe!TaW cXaV_ \afgh` Xagf F\ h_Igbaf 8X` bafgeTgbaf CTeg\WcTag		

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5g?Xi`X`_` ži`bh`a`XXWg`b`Vhf`ba`dhXfg`baf`T`Ubhg`g`X`beZTa`mTg`ba`V[TeTvg`Xe`fg`Vf`Ta`WTgg`Uh`g`X`a`XVXff`Tel``be
fhWXff`"8`W`g`X`cebYff`baT_WKi X_bc` XagTVgi`gXf`ceb`bg`V[TaZXf`g`Tgj`XeX`T`_`Za`XWj`g`g`X`" V`f`ba`bY
g`X`f`V`bb`_`Ta`W`W`ge`Vg`3`X`e`X`V`T`a`Z`X`f`T`gg`X`a`W`W`h`T`_`X`i`X`a`V`b`h`e`T`Z`X`W`Ta`W`fhcc`beg`X`W`T`g`T`_`X`i`X`f`3`J`X`e`X`
f`h`f`V`X`ag`X`f`b`e`Z`X`f`m`T`W`k`T`i`V`E`U`K`z`m`V`h`W`a`g`g`m`X`Y`b`c`f`h`f`e`g`T`a`W`c`e`f`X`g`b`a`3`W`X`e`f`h`V`X`f`X`f`c`e`V`b`Z`a`b`e`V`T`a`W
f[TeXWb`d`f`h`X`f`fhV[`Tf`g`XfX`V`a`c`_I`T`_T`eZX`c`Teg`a`W`K`g`e` `a`aZ`g`X`fhWXff`bY`T`a`l`cebYff`baT`_`
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