Data Element Number: 215243 (Aligns with number 7 on HQ MIP template)	**Data Element Number: 215253 (Aligns with number 8 on HQ MIP template)**
Data Element Name: Professional Development, Learning Method A one-character code to describe the primary means (50 percent or more) of supporting the delivery of the professional development components priority learning goals.	**Data Element Name: Professional Development, Implementation Method** A one-character code to describe the primary means (50 percent or more) prescribed to monitor and provide feedback on implementation of the professional learning targeted with the component.
Code Definition/Example	Code Definition/Example

Code Definition/Example

A Knowledge Acquisition: Workshop - training event or process (limited to knowledge transmission/training focused on understanding the component's content)

B Electronic, Interactive: Includes facilitation supporting development/application on the job

C Electronic, Non-Interactive: Knowledge transmission/training (no job embedded implementation supports)

D Learning Community/Lesson Study Group: Job embedded collegial support processes are core learning delivery method

F Independent Inquiry: Includes development in addition to knowledge acquisition (e.g. action research, creating PD or teaching resources with intended application outcomes specified)

G Structured Coaching/Mentoring: May include one-on-one or small group instruction by a coach/mentor with a teacher or school administrator with specific learning objectives

H Implementation of "High Effect" Practice(s): Monitored with structured feedback from peer, coach, or supervisor

I Job Embedded: Workshop, training event or process focused on modeling and supporting new/improved practices being successfully demonstrated on the job

J Deliberate Practice: Learning processes embedded in deliberate practice growth targets or individual professional development plans (IPDP), Leadership Development Plans (ILDP), or School Improvement Plans (SIP)

K Problem Solving Process: Implementation of Florida's 8 step Problem Solving Process or other well defined problem solving process focused on specific school improvement objective(s)

Code Definition/Example

M Structured Coaching/Mentoring by coaches, mentors, knowledgeable others not part of the district's personnel evaluation process (monitoring/feedback on the learning may include direct observation, conferencing, oral reflection and/or lesson or practice demonstration/modeling)

N Independent Learning/Action Research related to job responsibilities, specific professional learning goals or deliberate practice growth targets (should include evidence of monitoring job-embedded implementation of targeted learning)

O Collaborative Planning through monitoring, and feedback related to targeted professional learning, includes Learning Community or other properly implemented team learning practices focused on job-embedded learning supported by colleagues

P Participant Product related to training or learning process (may include lesson plans, written reflection on lessons learned, audio/video exemplars, case study findings, modeling improved practice, samples of resulting student work, and/or collegial training resources)

Q Lesson Study group participation (monitoring and feedback focused on both the research-based Lesson Study process and impact of the process on lessons implemented)

R Electronic (interactive) with on-going monitoring and feedback via online or face-to-face facilitation on targeted learning

S Electronic (non-interactive) with learning monitored thru online comprehension checks and/or participant's summative reports or modeling to peers or supervisors

T Evaluation of Practice Indicators outlined in the practice portion of district personnel evaluation processes for monitoring and providing feedback on evaluation indicators/components/domains are employed to monitor and provide feedback on implementation of the professional learning. (Note: this code may be used when the professional learning target(s) are aligned to specific personal evaluation system indicators/components/and/or domains)

Data Element Number: 215246 (Aligns with number 9 on HQ MIP template)	Data Element Number: 215248 (Aligns with number 9 on HQ MIP template)
Data Element Name: Professional Development, Evaluation Method, Staff A one-character code to describe the primary means (50 percent or more) of evaluation of the impact and/or fidelity of implementation of the professional development. Code Definition/Example **A Changes in instructional or learning environment practices implemented in the classroom or directly with students** (observed or measured impact on educator proficiency through the district's instructional or school leader evaluation system indicators, components, and/or domains, and/or deliberate practice or IPDP/ILDP growth targets, and/or district or school level processes for tracking student progress) **B Changes in instructional leadership or faculty development practices** (observed or measured impact on leader proficiency, faculty or students) **C Changes in student services/support practices** **D Other changes in practices** supporting effective implementation of job responsibilities (observed or measured impact on specific job responsibilities) **E Fidelity of Implementation of the professional learning process** (where impact on the job is not or cannot be observed or measured, evaluation is on alignment of actual training/development with planned high quality professional learning design and specific learning objective(s)) **F Changes in observed educator proficiency in implementing targeted state standards or initiatives** (e.g. FEAPs practices, Principal Leadership Standards, PD Evaluation Protocol Standards, MTSS) **G Changes in observed educator proficiency in practices that occur generally without students present** (e.g. lesson design, collegial team learning processes, problem solving processes, needs assessments, data analyses, sharing practices with colleagues)	**Data Element Name: Professional Development, Evaluation Method, Student** A one-character code to describe the primary means (50 percent or more) of evaluation of the professional development's impact on student growth, achievement, or readiness for college and/or careers. Code Definition/Example **A Results of state or district-developed/standardized student growth measure(s)** **B Results of school/teacher-constructed student growth measure(s) that track student progress** **C Portfolios of student work** **D Observation of student performance** **F Other performance assessment(s) that reveal impact on students including learning objectives or behavioral growth** **G Did not evaluate student outcomes as "evaluation method, staff" is the significantly more relevant measure** for assessing impact of the component and supporting decisions to retain, revise, or delete the component **Z Did not evaluate student outcomes due to absence of a reliable, valid and measurable** cause and effect relationship between the professional development and impact on students