

Michigan LearnPort Professional Development Rubric (PD)

	Evidence of Need	Content	Use of Assessments	Evaluation & Feedback	Human Interaction	Enhanced Media	Delivery Mode(s)	Prof. Dev. Process	Integration of Prof. Dev.	Capacity of Applicant
0 points - Poor	The evidence of need for the proposed PD program is not based on meaningful data and does not clearly identify a target audience to be served	The proposed content is not aligned to the core curricular content areas found in Michigan's Curriculum Framework or the Grade Level Content Expectations	The proposed PD program does not include an assessment component for participants to demonstrate new knowledge or proficiencies	No plans exist to gather and use learner feedback and evaluation results to modify or update the PD content and process	The proposed PD program is entirely self-paced with a computer and provides no opportunity for human interaction	The proposed PD program does not make use of enhanced media resources and is primarily a text-based solution	The proposed delivery method for the PD program utilizes a single-mode approach and is exclusively online	The proposed PD process and content is not based on adult learning theories and/or proven PD standards and design principles	The proposed PD program is a stand-alone experience and is not part of a long-term strategy for professional development	The proposal does not demonstrate the applicant's content knowledge, design expertise and implementation capacity to develop and deliver an effective online professional development program
1 point - Adequate	The proposed PD program is based on some limited use of data that reflects a regional or statewide need and identifies a target audience to be served	The proposed content is partially aligned to one or more of the core curricular content areas found in Michigan's Curriculum Framework, and where available, the Grade Level Content Expectations, or pedagogy is somewhat related to specific content	The proposed PD program includes some use of assessment tools/processes for participants to demonstrate new knowledge or proficiencies	Limited plans exist to gather and use learner feedback and evaluation results to modify or update the PD content and process, including limited plans to collect and analyze evidence of improved student achievement	The proposed PD program is mostly self-paced with a computer and provides minimal opportunity for human interaction for support, coaching, mentoring and interaction through structured learning communities	The proposed PD program includes some use of enhanced media, including audio and video files, images, graphics, artifacts, electronic and print resources, and other primary sources to address different learning styles	The proposed delivery method provides at least one blended approach to augment the online learning activities, such as face-to-face meetings, audio and video conferences, printed materials, and others	The proposed PD process and content is based on adult learning theories, proven professional development standards and design principles such as those identified by the State Board of Education and www.nsd.org	The proposed PD program is designed to be part of a more comprehensive professional development plan	The proposal demonstrates the applicant's content knowledge, design expertise and implementation capacity to develop and deliver an effective online professional development program or clearly explains how these skills and resources will be acquired through partnerships and/or contractual arrangements
2 points – Excellent	The proposed PD program is based on a demonstrated data-driven regional or statewide need and clearly identifies the target audience to be served	The proposed content is fully aligned to one or more of the core curricular content areas found in Michigan's Curriculum Framework, and where available, the Grade Level Content Expectations, or pedagogy is clearly related to specific content	The proposed PD program includes extensive use of diverse assessment tools/processes for participants to demonstrate new knowledge or proficiencies	Comprehensive plans exist to gather and use learner feedback and evaluation results based on application attempts to modify or update the professional development content and process, including detailed plans to collect and analyze evidence of improved student achievement	The proposed PD program includes some self-paced learning with a computer and requires substantial human interaction for support, coaching, mentoring and collegial interaction through structured learning communities that may extend beyond the duration of the formal PD activity	The proposed PD program includes extensive use of enhanced media, including audio & video files, images, graphics, artifacts, electronic and print resources, and other primary sources to address different learning styles	The proposed delivery method includes two or more blended approaches to augment the learning activities, such as face-to-face meetings, audio and video conferences, printed materials, and others	The proposed PD process and content is clearly based on adult learning theories, proven professional development standards and design principles such as those identified by the State Board of Education and www.nsd.org , and includes application of new knowledge and skills and reflection	The proposed PD program is formally embedded in a long-term comprehensive professional development strategy and includes progressive expectations for educators	The proposal clearly demonstrates the applicant's content knowledge, design expertise and implementation capacity to develop and deliver an effective online professional development program and references meaningful partnerships with other organizations as appropriate