

ASCEND

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Q: PD Plan

Our Essential Question



How can I answer
interview questions like this?

“How would you create a professional development plan for the year? What information would you gather, and what steps would you take to create the plan?”

What Am I Being Asked?



“How would you create a professional development plan for the year? What information would you gather, and what steps would you take to create the plan?”

- Hypothetical “would”
- Specific info you’d gather
- Specific steps you’d take

The Question(s) Behind The Question



- Do you see teachers as professionals?
- How would you seek input?
- Will you respect our decision-making processes?
- Will you help us get better?
- Are you realistic about how much PD time we have?
- Do you understand external demands on our time?



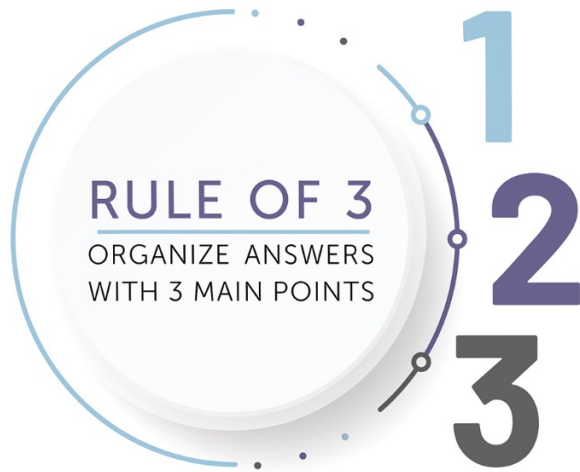
THE PRESENT-TENSE TECHNIQUE

Present-Tense Technique



- Emphasize what you believe/what you're committed to
- Talk about what you've done in the past—experience
- Don't treat it as a tentative hypothetical

The Rule of 3—Recommendations: 3 Steps



3 Steps:

- Collect input—survey, talk 1:1, observe in classrooms, look at data, hear from students & families
- Match needs & actions
- Develop & implement the plan

Interview Soon?



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