

Summary of Guskey's Levels of Professional Development

	Level 1	Level 2	Level 3	Level 4	Level 5
	Participants Reactions	Participants' Learning	Organization Support & Change	Participant Use of New Knowledge & Skills	Student Learning Outcomes
Characteristics	<ul style="list-style-type: none"> • Most common • Simplest • Easiest type of information to gather • Educators have the most experience with this level 	<ul style="list-style-type: none"> • Measures knowledge, skills, and perhaps attitudes gained • Specific criteria and indicators of successful learning must be outlined 	<ul style="list-style-type: none"> • Focus shifts to information on organization support and change 	<ul style="list-style-type: none"> • New knowledge and skills to be used by the participant in their professional practice • Fitting new ideas and strategies to unique, on-the-job conditions 	<ul style="list-style-type: none"> • "bottom line" in education-student performance • Goals set for the professional development • Multiple measures of student learning are essential
Evaluations	<ul style="list-style-type: none"> • "Happiness quotients" • Usually a questionnaire handed out at the end of the session 	<ul style="list-style-type: none"> • Anything from pencil-and-paper assessment to a simulation/demonstration • May need a pre- and post-assessment if concern there is requisite knowledge/skill • Oral or written personal reflections • Examination of portfolios • Analyses of case studies 	<ul style="list-style-type: none"> • Analysis of district or school records • Examination of minutes from follow-up meetings • Focus groups or structured interviews with participants 	<ul style="list-style-type: none"> • Questionnaires or structured interviews • Oral or written personal reflection or examination of journals/portfolio • Direct observations • Measures of use made after sufficient time to allow participants to adapt the new ideas and practices to their setting – may need to take place at several time intervals 	<ul style="list-style-type: none"> • Student and school records: assessment results, portfolio evaluations, grades • Assessments of students': self-concepts, study habits, attendance, homework completion, classroom behaviors