
Best Practices in Career and Technical Education Staff Development

The professional development process improves staff skills and competencies needed to produce outstanding educational results for students.

Creating a Comprehensive Staff Development Plan

1. Include professional development participants and organizers in the professional development design process.
2. Write a plan that includes: <ul style="list-style-type: none">a. How professional development supports the school/district's long-term planb. A professional development needs assessment processc. Professional development goalsd. Professional development content, process, and activitiese. Research that supports the chosen content/process for professional developmentf. Resources available to support the chosen content/process for professional developmentg. Resources available to support professional developmenth. Professional development evaluation steps
3. Share the Plan

(NCREL, 1999)

Unique to staff development in CTE is an emphasis on teachers securing work-based experiences themselves during non-teaching periods. This staff development plays a vital role in upgrading teacher skills and keeping programs relevant and aligned with the needs of the field. CTE instructors need to “try things on” at a work site in an industry other than education. It is a genuine, mainstream staff development activity termed best practice in the education setting. Participants create a partnership plan that describes how they will apply their new learning skill into

curriculum. The teachers then create lesson plans to share with other teachers and students. These lesson plans provide teachers with ideas to connect students to the world of work and those competencies that are vital for success.