

Save time, energy, and money using this proven professional development strategy

Hi fellow Early Childhood Solutionaries! This is Kristie, and I'm excited to talk to you today about how to save time, energy, and money using a strategy that will make professional development (PD) more effective.

Along with today's tip for saving time, energy, and money, I've also included a free download, where I describe and demonstrate how to use another effective PD strategy called "I do, We do, You do". You can download the freebie at <http://preteachandplay.com/podcast9>.

Ok, since today we're talking about offering quality PD, that means this episode is specifically for those who train, teach, coach, and otherwise support adult learners.

Is that you?

Think about it for a minute...how much of your time is spent teaching, training, or otherwise supporting an adult...versus a child?

So clearly, if you are a consultant, administrator, director, faculty, or a coach, then this episode is for you. But, this episode is also for teacher leaders, veteran staff, co-teachers, and mentors.

Got it?

Ok, so for those listening live, I know it's summer, and no one wants to think about standing in front of a group of adult learners...who are rolling their eyes, shaking their heads, and sighing heavily.

No one wants to think about standing in front of staff or colleagues, who are grudgingly sitting in uncomfortable chairs for the next five to six hours, who would rather be anywhere but with you, and with the knowledge that what you're about to deliver will have little to no impact on improving outcomes for children.

BUT, what if it could be different? What if the PD you offered engaged the most cynical of the bunch and actually leads to a change in practice?

Well, in today's episode, I'm going to share a little secret...something that will begin to change how you offer PD; and, of course, save you time, money, and energy!

In fact, across much of the summer, I'll be offering tips that won't overwhelm, and that are proven to be highly effective in getting to implementation of quality practices.

Curious? Well...let's get started...let's dive in and explore a simple strategy to delivering effective PD.

Here's the secret...and, as with most change or growth, it starts with you...and in this case...your mindset.

The secret? Well, it's to NOT ask "What knowledge and skills do staff/colleagues need training on", but rather, "How can I create opportunities for adult learners to **make** something?"

Bottom line - adult learners need to be active in the learning process, both mentally **and** physically.

Now...don't worry, this won't require a minor in art, and I'm not talking about traditional "Make-and-Take" activities we may see at an early childhood conference. I mean shifting our mindset so we are constantly thinking about active engagement.

Basically, we're reframing the question. We're shifting our mindset from delivery...to implementation...which requires practice and feedback.

You are changing your mindset, so as to create opportunities for adults to create something tangible, something relevant, and something that the can be put into practice immediately.

You are also thinking about what they can make together and what will allow for opportunities to practice, get feedback, and reflect.

Here are a few examples of opportunities for adult learners to "make" something during even a traditional "sit and get" PD offering:

If you want to...	Then...
Share a particular technique or instructional strategy to be implemented on a day-to-day basis...	Try using the I do, We Do, You do. This will allow you to demonstrate, work through one more time while giving feedback, and giving additional practice by having the adult learner do it on their own. This is our freebie this week at http://prekteachandplay.com/podcast9
Have adult learners make decisions, such as which classroom materials promote inclusion...	Create a makerspace where classroom materials can be created /altered to ensure universal design for learning.

If you want to...	Then...
Enhance adult learners' EQ (i.e., their self-awareness and self-regulation skills)...	Offer contemplative practice activities that provide opportunities for deeper self-reflection and the opportunity to create a poem, story, or mantra.
Examine their own beliefs, habits, and mindset...	Have them create a personal manifesto that includes their non-negotiables, professional policies, and teaching philosophy.

So, that's it! That's how you can do one simple thing that will impact the quality of the professional development offered.

Again, by changing your mindset from delivery, to discover and the opportunity to make something, allows staff and colleagues to create things that are unique to their children, their families, and their preferences.

This type of PD, saves you time, money, and energy because the result will be a change in practice.

As always, I'd love to come to your district or program for the opportunity to connect with, train, and encourage inspired educators like you. Contact me at <http://kristiepf.com> to learn more.

Thank you Solutionaries for all you do to help children thrive in school and in life!