

Our Strategy for Delivering Professional Development (PD)

The Utah Personnel Development Center (UPDC) assists local educational agencies (LEAs) with addressing the professional learning needs of special educators, administrators, & parents to **facilitate positive outcomes for students with disabilities**. The Center has developed a strategy for delivering professional development to individual LEAs across Utah. *A critical focus in providing PD to LEAs is collaboration with other state and local partners.* Our Center's PD strategy specifies **three levels of intensity**:

Universal (Awareness)

The focus of universal is to increase awareness of evidence-based educational practices. These resources are available 24/7 and portable (i.e., electronic media, online materials, and webinars).

Targeted (Implementation)

The focus of targeted is to assist in implementing evidence-based practices through a series of workshops and a differentiated coaching emphasis. For example, the Utah Coaching Network (UCN) will provide participants with the opportunity to develop the knowledge and skills necessary to provide differentiated coaching support to school personnel in an effort to implement evidence-based practices. The audience for the UCN includes special educators with coaching experience, individuals considered to be change agents in their organization (special and general education), and administrators.

Intensive (Sustainability)

The focus of intensive is to assist in sustaining evidence-based practices. At this level, services are rendered through application and multi-year participation (e.g., Utah Mentor Teacher Academy, UMTA; Academics, Behavior & Coaching-Utah Behavior Initiative, ABC-UBI; Utah Leadership Academy – VOICES; and Running Start). One major difference between UCN and the above professional learning activities is the size of the groups participating. UCN has been developed to provide professional development to much larger groups of special educators and administrators, whereas ABC-UBI, UMTA, VOICES, and Running Start are designed to serve smaller groups of professionals. To benefit from this level of professional development, substantial staff time and direct financial resources are required.