

| Components Of PD Model | <i>Knowledge (thorough)</i> | <i>Skill (strong)</i> | <i>Transfer (executive implementation)</i> | <i>Notes</i> |
|--|------------------------------------|------------------------------|---|---------------------|
| <i>Theory</i> | <i>10%</i> | <i>5%</i> | <i>0%</i> | |
| <i>Demonstration</i> | <i>30%</i> | <i>20%</i> | <i>0%</i> | |
| <i>Practice/ Feedback</i> | <i>60%</i> | <i>60%</i> | <i>5%</i> | |
| <i>Peer Coaching/ Collegial Support</i> | <i>95%</i> | <i>95%</i> | <i>95%</i> | |

Bruce Joyce and Beverley Showers, Student Achievement through Staff Development, 3rd edition, ASCD, 2002.