Professional Development Challenges

Evolutionary vs Transformative

Their Challenges

- Defining Success
  - Range of Needs (2): Content, Learning Styles, Different Contexts
  - Fidelity vs Adaptation
  - Sustaining Involvement over Time
- Usable, Affordable, Practical Technology Platform (2)

Diffusion: Compatibility, Simplicity, Trialability, Observability,
Opinion Leaders

For Non-Transformative

- Platform that presents a customized view of the above
  (generic – infrastructure)
- Student products matched to context
- Small numbers of teaching variants feature
- Diverse resources speaking to range of needs

- Evolutionary innovation means sustained involvement

Regression to Prior Behaviors

Transformational – More Stickiness with Sweeping than with Fine-Tuning

<u>Challenges and New Paradigms</u>

- Unlearning
  - Secret sauce
  - Better identity
  - You will be great
  - Can hone skills "offline"
  - (Immersion as mechanism for identity shift)
- Teaching as taught
  - Must be compelling to sell the story
  - (Engagement-centered design)
- Levels of mastery
  - Tacit, evolutionary
  - (Leveling up)