



## A Bridge for Moving Professional Learning Standards into Practice

Research informs us that change in teachers' classroom practice requires more than subtle introductions to new approaches and practices. In order to address this dynamic complexity of implementing change, Hall and Hord describe an Implementation Bridge. This metaphor creates a visual from which educators can relate. Only after careful consideration of all of the unique variables involved in any given change effort can educators chart the progression across the bridge that will denote reasonable, specific, observable, results, along with achievable milestones.

1. Consider your own thoughts about the implementation of CCSS and using Professional Learning to impact classroom practice. Use the T-chart below to identify your own thoughts on both the levers (supports) and obstacles (challenges) involved in making it across the implementation bridge.

2. Share your reflections included in your T-chart with a partner.

3. As a team, discuss the following:

- *What do you see as a starting point (or next step) to address the implementation bridge?*
- *What actions do you recommend to eliminate some of the obstacles?*

<b>LEVERS</b> <i>Resources and conditions that support implementation and application of research-based strategies</i>	<b>OBSTACLES</b> <i>Barriers and challenges to implementation and application of research-based strategies</i>