The 3 R's of Professional Development: Relevance, Rigor & Relationships

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Process Makes Perfect Consulting

ERDI

Leading in a New Education Paradigm

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Worst Training Ever!

Reflect on the elements of the worst professional development you've ever attended.

Think of one word or phrase that describes what made it so memorably awful!

The 3 R's of of PD

- **Relevance**: The ability for a participant to connect their own work or life experiences to the material being taught.

- **Rigor**: The appropriate level of difficulty and challenge that prompts a participant to think, perform, and grow to new levels.

- **Relationships**: Connections between colleagues that enhance morale, escalate work engagement, and increase job satisfaction.

Relevance

What you want to say.

What they're interested in.

Relevance
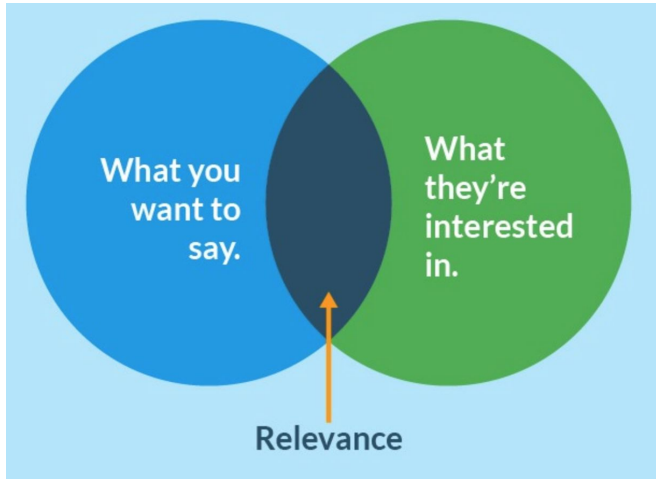
- Audience: Get the right people in the right seats
- Communicate expectations, objectives & outcomes up front
- Incorporate interactive learning tools
- Utilize adult learning theory
- Apply to job-embedded contexts
- Use demonstrations of effective practice
- Connect the dots between learning and work

Relevance

Considering the types of audiences you typically provide professional development for:

1. Think about a personal example about how a high degree of relevance has helped you as a learner in the past.
2. What topics/concepts do you find are the easiest to make relevant? Which are the most difficult?

what are other words for relevance?

relevancy, pertinence, bearing, applicability, application, significance, appropriateness, importance, connection

Thesaurus.plus

Rigor

- Material is content driven
- Targeted to participant needs
- Differentiated for the right level of instruc
- Appropriate duration and frequency
- Clarity precedes competence
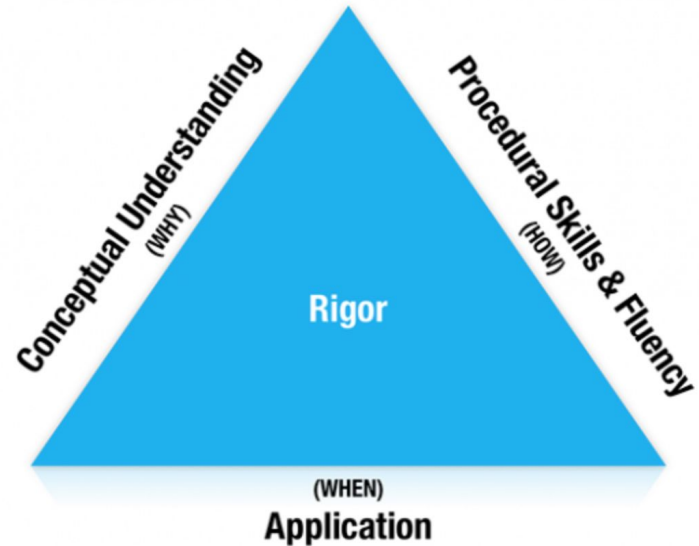
Rigor

- Key Question: *What do we want staff to be able to learn and do?*
- Administer a quick pre-test or self-assessment before designing the curriculum to inform content selection
- When there is a higher or lower level of competency or familiarity, adjust accordingly
- Divide the instruction into multiple sessions for differentiation
- Calibrate the duration, timing, and frequency of delivery
- Check for understanding throughout the presentation/workshop
- Pay attention to the audience to gauge continued engagement

Rigor: Right Tools for the Right Job

1. Knowledge/Comprehension

2. Procedural/Application

3. Conceptual/Analysis

4. Synthesis/Generation

Discussion	Presentation	Creative Exercises
Collaboration	Video/Audio	Brainstorm
Lecture	Practice	Role Play
Projects	Demonstration	Review
Questioning	Explanation	Sharing out
Modeling	Peer Coaching	Assessment
Observation	Case Studies	Teach/Learn
Critiques	Reflection	*Investigation*

Relationships

The Trainer:

- Finds ways to connect with participants
- Supports peer collaboration
- Lowers affective filters to increase participation
- Offers opportunities for authentic feedback and reflection
- Encourages people in job-alike positions to contact each other for troubleshooting and tips and tricks in between training sessions
- Arranges for access to coaches or experts on a just-in-time basis

Relationship Strategies

Many different techniques can be used, as long as they are perceived as authentic:

- Learn and use people's names
- Draw participants out through storytelling or self-revelation
- Have a good sense of humor and upbeat style to elicit comfort
- Express vulnerability, compassion, and caring to bring down the psychological walls
- Create an atmosphere that "it's okay to fail", "we're all learners here", and "progress not perfection"
- Check in and ask for feedback throughout the presentation
- Make adjustments based on input
- Afford ample opportunities for peer collaboration and assistance

Sample Workshop Agenda

Topic	Process	Time
Prior Knowledge Check	Online Self-Assessment *(Rigor)*	5 minutes
Welcome & Introductions	Table Talk *(Relationships)*	8 minutes
Results from Self-Assessment	Review Data *(Relevance)*	5 minutes
Content Delivery	Presentation *(Rigor)*	12 minutes
Content Discussion	Jigsaw Groups *(Rigor)*	20 minutes
Job-embedded Connections	Action Planning *(Relevance)*	20 minutes
Workshop Feedback & Next Steps	Reflection *(Relationships)*	10 minutes

Final Thoughts on Design

- Must be interactive, useful, and responsive to staff needs
- Unless the instruction is on a simple concept or skill, it takes time to incorporate new habits into one's daily work
- Staggering trainings gives people an opportunity to try out the tools or approaches and come back with authentic, experiential questions that when answered will ingrain their learning more deeply

Today's Challenge

Considering the "New Normal" of our current COVID-19 era...

- What is the next Professional Development training you plan to lead?

- What will you do to make sure Relevance, Rigor & Relationships are included in the delivery and design?

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