

**Miami-Dade County –May, 2005 to April, 2009**  
**Professional Development Protocol Standards Matrix: District, School, Faculty Levels – Comparison of First and Second Cycle Reviews**

District	Rating		School	Rating		Faculty	Rating	
	2005	2009		2005	2009		2005	2009
3.1.1. District Needs Assessment	4	4	2.1.1. School Needs Assessment	3.2	3.9	1.1.1. Individual Needs Assessment	2.8*	3.4
			2.1.2 Reviewing Professional Development Plans	2.7*	3.2*	1.1.2. Administrator Review	2.6	3.1*
			2.1.3 Reviewing Annual Performance Appraisal Data	2.5*	3.2	1.1.3. Priority of Needs	2.7*	3.2
			2.1.4. Coordinating with SIP	3.6	3.7	1.1.4. Individual Professional Development Plan	2.9*	3.1*
3.1.2. Generating a District-wide Professional Development System	4	4	2.1.5. Generating a School-wide Professional Development System	3.1*	3.2			
3.1.3. Content	3	4	2.1.6. Content	3.7	3.6	1.1.5. Content	3.6	3.2*
3.1.4. Trainers	3	4						
			2.1.7. Learning Communities	1.8	2.1	1.1.6. Learning Communities	1.6*	1.7*
3.2.1. Relevance of Professional Development	3	4	2.2.1. Relevance of Professional Development	3.4	3.5	1.2.1. Relevance of Professional Development	3.4*	3.3*
3.2.2. Learning Strategies	3	4	2.2.2. Learning Strategies	3.5	3.5	1.2.2. Learning Strategies	3.4	3.2
3.2.3. Sustained Training	3	3	2.2.3. Sustained Training	3.0	3.0*	1.2.3. Sustained Training	2.9	2.7
3.2.4. Use of Technology	3	4	2.2.4. Use of Technology	3.5	3.1(	1.2.4. Use of Technology	3.4*	3.1
3.2.5. Time Resources	2	3	2.2.5. Time Resources	3.0*	3.5	1.2.5. Time Resources	2.8	3.4
3.2.6. Dollar Resources	3	2	2.2.6. Dollar Resources	2.9	2.7			
3.2.7. Coordinated Records	3	4	2.2.7. Coordinated Records	3.8	4.0	1.2.6. Coordinated Records	3.7	3.9
3.2.8. Leadership	3	4						
3.2.9. Growing the Organization	3	4						
3.3.1. Transfer to Students	2	4	2.3.1. Transfer to Students	3.2	3.3	1.3.1. Transfer to Students	3.4	3.2
3.3.2. Coaching and Mentoring	2	4	2.3.2. Coaching and Mentoring	2.7*	2.8	1.3.2. Coaching and Mentoring	2.3	2.2
3.3.3. Web-based Resources and Assistance	2	4	2.3.3. Web-based Resources and Assistance	2.0	2.6	1.3.3. Web-based Resources and Assistance	1.7	2.3
3.3.4. Follow-up Coordination	2	4						
3.4.1. Implementing the System	2	4	2.4.1. Implementing the System	2.8*	3.2	1.4.1. Implementing the Plan	2.6*	2.8*
3.4.2. Transfer into Classroom	3	4						
3.4.3. Student Changes	2	4	2.4.2. Student Changes	2.6	3.0	1.4.2. Student Changes	2.6	2.8*
3.4.4. Evaluation Methods	2	4	2.4.3. Evaluation Methods	2.5*	3.0	1.4.3. Evaluation Methods	2.8*	2.9
						1.4.4. Action Research	1.2	1.1
3.4.5. Use of Results	2	4	2.4.4. Use of Results	2.7	3.1	1.4.5. Use of Results	2.6	2.9*
3.4.6. Expenditures	2	4	2.4.5. Expenditures	2.3	1.6			
3.4.7. Student Gains	2	3						
Average by Level	2.63	3.79		3.01	3.13		2.73	2.88
Increase		20			16			12
Decrease		1			7			8

Overall Average-2005                      2.14  
Overall Average-2009                      3.29