








**Themes from the WIA Community Conversations on Professional Development**  
<http://www.nifl.gov/lincs/discussions/10WIA>

The issues participants discussed pertain to providing high quality, sustained professional development (PD) while strengthening and stabilizing the adult education workforce so that practitioners can access and benefit from professional development and stay in the field.

<b>Funding:</b>		<ul style="list-style-type: none"> <li>■ Fund sustained professional development.</li> <li>■ Create full time positions with benefits.</li> <li>■ Increase state leadership funding.</li> <li>■ Require a greater and more direct state dollar investment.</li> <li>■ Ask governors and state superintendents to make adult education and literacy a priority.</li> </ul>
<b>Paradigm Shift:</b>		<ul style="list-style-type: none"> <li>■ Lead a shift from more and better PD as a stand-alone solution, to also include the supports adult educators need in order to access and benefit from PD.</li> <li>■ (Re-)Define adult literacy professional development.</li> </ul>
<b>Quality of PD:</b>		<ul style="list-style-type: none"> <li>■ Provide legislative support for the AALPD Quality Standards for Professional Development  <a href="http://www.aalpd.org/AALPDStandardsandIndicatorsFinal.doc">http://www.aalpd.org/AALPDStandardsandIndicatorsFinal.doc</a>.</li> <li>■ Provide for ongoing, high quality, sustained professional development, including a range of methods and approaches, such as face-to-face, blended, online, and job-embedded professional development.  <a href="http://www.aalpd.org/documents/MatrixOfMethodsForPD.doc">http://www.aalpd.org/documents/MatrixOfMethodsForPD.doc</a>.</li> </ul>
<b>Practitioner Working Conditions:</b>		<ul style="list-style-type: none"> <li>■ Provide legislative incentives for paid professional development release time, paid planning time, providing benefits (full or pro-rated) and for hiring more full time staff.</li> <li>■ Increase access to colleagues for job-embedded professional development.</li> <li>■ Increase access to more full time employment opportunities; require more full time instructors at the local level through the grant process.</li> </ul>
<b>National Resources:</b>		<ul style="list-style-type: none"> <li>■ <b>Create a national entity focused on professional development.</b> Partner with AALPD in planning for and implementing a national entity focused on professional development. Support national professional development resources, such as a free national library of authentic adult education classroom and tutoring videos that can be used for online professional development.</li> </ul>

		<ul style="list-style-type: none"> <li>■ <b>Fund a national research center or institute:</b> Use a broad definition of research; research the intersection of PD with teacher working conditions, professionalization, and student outcomes; research instructional and PD practices, including integrating new 21<sup>st</sup> century technologies.</li> </ul>
<p><b>New Technologies:</b></p>		<ul style="list-style-type: none"> <li>■ Support methods that integrate technology in teaching, learning, and professional development; upskill our entire workforce for the digital age.</li> </ul>
<p><b>Professionalize the Workforce:</b></p>		<ul style="list-style-type: none"> <li>■ Offer incentives to states that successfully encourage teachers and administrators to complete credentials and certificates and engage in sustained and intensive professional development; offer incentives for programs to collaborate with local universities to recruit and train young instructors; establish minimum teaching standards and credentialing requirements.</li> </ul>