

Fulfillment

Fulfillment relates to your expectations of participation. Is participation good enough, or do you want to focus on participants *applying* what they learned? If so, you may want to think about options that can encourage that transfer of knowledge into practice. For example, some programs in Virginia conduct an annual staff meeting during which teachers share what they learned through their professional development activities and report on how they translated that learning into practice in their classrooms. Other states conduct follow-up surveys six months after professional development activities to learn how practitioners are applying what they learned.