Practitioner Standards

Practitioner standards form the foundation of your PD system by defining and clarifying what effective adult educators need to know and be able to. Since very few adult educators enter this profession with formal training in andragogy (the teaching of adults), practitioner standards help to clarify the knowledge, skills, and practices that are necessary for effective job performance. Based on those standards, you can then begin to develop a responsive professional development system.

The standards can be used in multiple ways, such as:

- o   Practitioners can use them to assess themselves to determine their strengths and professional growth needs. The self-assessment results can then be used to develop individual professional development plans.
- o   Professional developers can use the standards and the results of self-assessments to guide the development and delivery of professional development activities that directly link to the standards and identified needs.
- o   Local managers can use the standards to inform personnel evaluation and the hiring process.
- o   State staff can use the standards to align resources, policies, and support. The standards can also be used as the foundation for a statewide credentialing process.

TIPS

North Carolina has taken an interesting approach to its teacher standards. The standards are divided into four levels reflecting Bloom's taxonomy. Competencies in Level 1, designed for the new teacher, focus on core knowledge that teachers need prior to beginning instruction. Level 2 competencies begin to address the application of that knowledge in the classroom. Level 3 and 4 competencies encompass analysis, synthesis, and evaluation as the teachers gain more knowledge and experience. The standards form a professional growth roadmap to guide both new and experienced teachers and are used as the basis for a statewide voluntary teacher credentialing process. If you would like to learn more about the North Carolina teacher standards, click here.

If you would like to view other examples of practitioner standards, visit NAEPDC's website by clicking here.