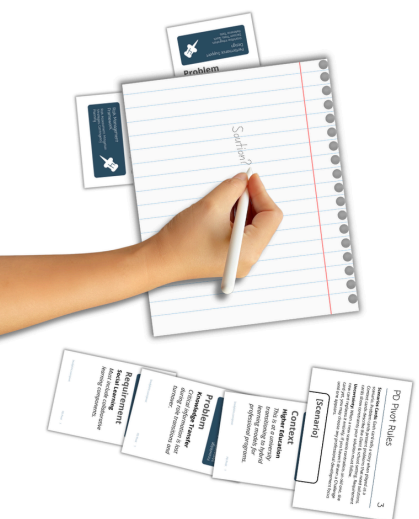


## PD Pivot Rules

2

### Play Picture:



### See It In Action!



## PD Pivot Rules

1

**Premise:** You are professional development designers creating learning experiences for educators. But in education, things change quickly! Your mission is to develop a solution and adapt your design over three rounds as new challenges emerge.

**Basic Rules:** Shuffle the deck and deal 12 cards between all players as design cards. Reveal three cards as scenario cards, then add one to begin the second and third rounds. Each round, create/revise a solution on a sheet of scratchpaper that works for all active scenarios. Your final solution must address every scenario card in play. Score based on design cards used.

**1-6 players | 30-45 minutes | Scratchpaper Needed**

## PD Pivot Rules

4

**Design Cards:** Design cards show education theories & design principles. Play them by explaining how you'll use their approach in your solution. You can play as many or few as you like. Remove design cards when no longer applicable. Score the final round.



**Scoring:** Master Designer: 30+ points; Skilled Designer: 15-29 points; Developing Designer: Under 15 points \*Solutions must be viable to count points

**Team Mode:** Split into 2-4 teams. Use same scenarios but different solutions & design cards. Compare points at end.

## PD Pivot Rules

3

**Scenarios Cards:** Each card tells a story when played as a scenario. Problem cards present problems that need solutions. Context cards describe the client & school setting. Requirement cards show constraints your solution must follow.

**Uncertainty:** When a new scenario contradicts an old one, the new card replaces it entirely. If you haven't drawn a Challenge card yet, you may choose any professional development focus until one appears.

[Scenario]



Adult Learning Theory  
Knowles' Principles, Self-  
Directed Learning,  
Experience-Based Learning

## Problem

### Tech Barriers

*Teachers report significant barriers to effectively using classroom technology.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 1



Blended Learning  
Framework  
Station Rotation, Flipped  
Learning, Flex Model

## Problem

### Data Use

*Student assessment data is collected but not being used to inform instruction.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 2



Communities of  
Practice  
Online Networks, Subject-  
Area Groups, Cross-Site  
Teams

## Problem

### Teacher Retention

*The district is struggling to retain new teachers beyond their first two years.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 3



Design Thinking  
Process  
IDEO's Framework, Stanford  
d.school Model

## Problem

### PLC Structure

*Professional Learning Communities lack clear structures and protocols.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 4



Systematic  
Instructional Design  
ADDIE Model, Dick & Carey  
Model

## Problem

### Curriculum Gaps

*Major gaps exist in curriculum alignment between grade levels.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 5



Gradual Release Model  
I Do, We Do, You Do,  
Independent Practice

## Problem

### Safety Protocols

*Staff members are inconsistently following emergency response protocols.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 6



Universal Design for  
Learning  
Multiple Means of  
Engagement, Representation,  
Action/Expression

## Problem

### SPED Consistency

*Special education accommodations vary significantly from classroom to classroom.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 7



Differentiated  
Instruction Model  
Content, Process, Product,  
Learning Environment

## Problem

### Advanced Learning

*Advanced learners show minimal growth across multiple subjects.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 8



Culturally Responsive  
Teaching Framework  
Ladson-Billings, Geneva Gay,  
Zaretta Hammond

## Problem

### ELL Progress

*English language learners are making limited progress in academic language development.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 9



Equity  
Implementation  
Access, Participation,  
Representation, Success

## Problem

### Discipline Equity

*Data reveals concerning patterns in disciplinary practices across student groups.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 10



Professional Learning  
Communities  
DuFour Model, Learning  
Teams, Data Teams

## Problem

### Grade Collaboration

*Teachers report minimal effective collaboration between grade levels.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 11



Student-Centered  
Learning Theory  
Constructivism, Inquiry-  
Based Learning, Active  
Learning

## Problem

### Student Engagement

*Classroom observations show predominantly passive student engagement.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 12





Success Criteria  
Matrix  
Learning Progressions,  
Performance Indicators,  
Quality Rubrics

## Problem

### Grading Practices

*Teachers are implementing standards-based grading in conflicting ways.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 13



Technology Integration  
Framework  
SAMR Model, TPACK  
Framework, Triple E  
Framework

## Problem

### Digital Literacy

*Students lack essential digital literacy skills across all grade levels.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 14



Model Classroom  
Program  
Demonstration Classrooms,  
Peer Observation Sites

## Problem

### Mentor Program

*The current teacher mentoring program isn't meeting new staff needs.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 15



Evidence-Based  
Practice Design  
Research Integration, Effect  
Size, Best Practice Analysis

## Problem

### PBL Assessment

*Project-based learning lacks meaningful assessment strategies.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 16



Implementation  
Planning Tools  
Action Plans, Logic Models,  
Implementation Maps

## Problem

### Safety Standards

*School safety procedures need to be standardized across the building.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 17



Learning Experience  
Design  
User Experience, Journey  
Mapping, Service Design

## Problem

### Teacher-Centered

*Classroom observations indicate heavily teacher-centered instruction.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 18



Data-Driven Decision  
Making  
Data Analysis, Root Cause  
Analysis, Action Planning

## Problem

### MTSS Cohesion

*The multi-tiered support system lacks cohesion and consistency.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 19



Impact Evaluation  
Framework  
Kirkpatrick Model, ROI  
Analysis, Outcome  
Measurement

## Problem

### Parent Outreach

*Current parent communication methods aren't effectively reaching families.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 20



Social Cognitive  
Theory  
Bandura's Social Learning,  
Modeling, Self-Efficacy

## Context

### Urban Title I

*This is at an urban Title I elementary school with high student mobility and families facing economic challenges.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 21



Digital Learning  
Environment  
LMS Integration, Virtual  
PLCs, Online Resource  
Libraries

## Context

### STEM Academy

*This is at a suburban STEM academy with state-of-the-art technology infrastructure and innovation focus.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 22



Job-Embedded  
Learning  
Coaching Cycles, Just-in-Time  
Support, Classroom  
Application

## Context

### Rural School

*This is at a rural district school where teachers work with multiple grade levels and limited local resources.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 23



Backward Design  
Planning  
Essential Questions,  
Enduring Understandings,  
Assessment Evidence

## Context

### College Prep

*This is at a private college preparatory school with high-achieving students and demanding parent expectations.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 24



Cognitive Load Theory  
Working Memory, Schema  
Construction, Expertise  
Reversal

## Context

### Special Center

*This is at a specialized center serving students with significant learning and behavioral support needs.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 25



Hybrid Learning  
Communities  
Blended Collaboration, Mixed-  
Mode Learning Teams

## Context

### Online Academy

*This is at an online academy serving K-12 students with a remote teaching staff and diverse population.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 26



Neuroscience of  
Learning  
Spaced Practice, Retrieval  
Practice, Cognitive Science

## Context

### Early Childhood

*This is at an early childhood center emphasizing development and play-based approaches.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 27



Transformative  
Learning Theory  
Mezirow's Critical Reflection,  
Perspective Transformation

## Context

### Alternative HS

*This is at an alternative high school using mastery-based progression instead of traditional grade levels.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 28



Change Management  
Framework  
Kotter's 8 Steps, ADKAR  
Model, Lewin's Change  
Theory

## Context

### Turnaround School

*This is at a turnaround school entering its first year under new leadership and increased district oversight.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 29



Learning Walks  
Focused Observations, Quick  
Data Collection, Peer  
Learning

## Context

### International

*This is at an international school balancing multiple curricula, languages, and cultural perspectives.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 30



Microlearning  
Strategy  
Short Modules, Quick Tips,  
Focused Practice

## Requirement

### Time Constraint

*All training must be delivered in 45-minute segments during existing planning periods.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 31



Project Management  
Process  
Timeline Planning, Resource  
Allocation, Milestone Tracking

## Requirement

### Release Days

*Professional development can only occur during six scheduled early-release days.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 32





Rapid Prototyping  
Design  
MVP Development, Quick  
Iteration, User Testing

## Requirement

### Semester Timeline

*Implementation timeline must not exceed one semester.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 33



Agile Learning Design  
Sprints, Iterative  
Development, Continuous  
Feedback

## Requirement

### Quick Launch

*Solution must be ready to launch within 30 days.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 34



Progress Monitoring  
System  
Benchmarks, Growth  
Measures, Implementation  
Rubrics

## Requirement

### Budget Limits

*Implementation must stay within existing departmental budget.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 35



Learning Analytics  
Dashboard  
Usage Patterns, Engagement  
Metrics, Progress Tracking

## Requirement

### Tech Platforms

*Program can only utilize currently available technology platforms.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 36



Train-the-Trainer  
Approach  
Capacity Building, Teacher  
Leaders, Internal Experts

## Requirement

### Internal Expertise

*Training must be delivered using internal staff expertise.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 37



Collaborative Inquiry  
Process  
Question Formulation,  
Investigation, Shared  
Learning

## Requirement

### Existing Resources

*Materials must be developed using existing curriculum resources.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 38



Teacher Action  
Research  
Inquiry Cycles, Classroom  
Research, Practitioner  
Investigation

## Requirement

### Hybrid Format

*All sessions must be available in both in-person and virtual formats.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 39



Lesson Study Cycles  
Planning, Observation,  
Reflection, Revision

## Requirement

### Peer Observation

*Training must incorporate structured peer observation cycles.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 40



Feedback &  
Observation Protocol  
Look-Fors, Evidence Collection,  
Debrief Structures

## Requirement

### Async Components

*Program must include asynchronous learning components.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 41



Instructional Coaching  
Model  
Knight's Impact Cycle,  
Cognitive Coaching, Content  
Coaching

## Requirement

### Coaching Sessions

*Implementation requires weekly small-group coaching sessions.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 42



Implementation  
Fidelity Measures  
Walkthrough Tools,  
Checklists, Alignment Guides

## Requirement

### Monthly Evidence

*Teachers must submit evidence of implementation monthly.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 43



Professional Practice  
Standards  
Danielson Framework,  
Marzano Model, INTASC  
Standards

## Requirement

### Eval Framework

*Program must align with teacher evaluation framework.*

[bradylicht.com/pivot](https://bradylicht.com/pivot)

PD Pivot 44



Learning Transfer  
Strategy  
Application Planning, Follow-  
Up Support, Integration Tools

## Requirement

### Data Collection

*Regular data collection  
required to show  
measurable impact.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 45



Motivation Theory  
Self-Determination Theory,  
ARCS Model, Goal Setting  
Theory

## Requirement

### State Compliance

*Solutions must meet state  
compliance  
documentation  
requirements.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 46



Reflective Practice  
Tools  
Learning Journals, Video  
Analysis, Self-Assessment

## Requirement

### Multi-Site

*Implementation must work  
across multiple school  
sites simultaneously.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 47



Data Analysis Protocol  
Data Teams, Analysis  
Frameworks, Decision Rules

## Requirement

### Staff Turnover

*Program must  
accommodate ongoing  
staff turnover.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 48



Adaptive Professional  
Learning  
Personalized Pathways,  
Choice-Based PD, Flexible  
Pacing

## Requirement Union Contract

*Design must align with  
union contract provisions.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 49



Performance  
Assessment Design  
Authentic Assessment,  
Portfolios, Project Evaluation

## Requirement PLC Integration

*Solution must integrate  
with existing professional  
learning communities.*

[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD Pivot 50

PD P!vot



PD Pivot  
[bradylicht.com/pivot](http://bradylicht.com/pivot)

PD P!vot



PD Pivot  
[bradylicht.com/pivot](http://bradylicht.com/pivot)