

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.

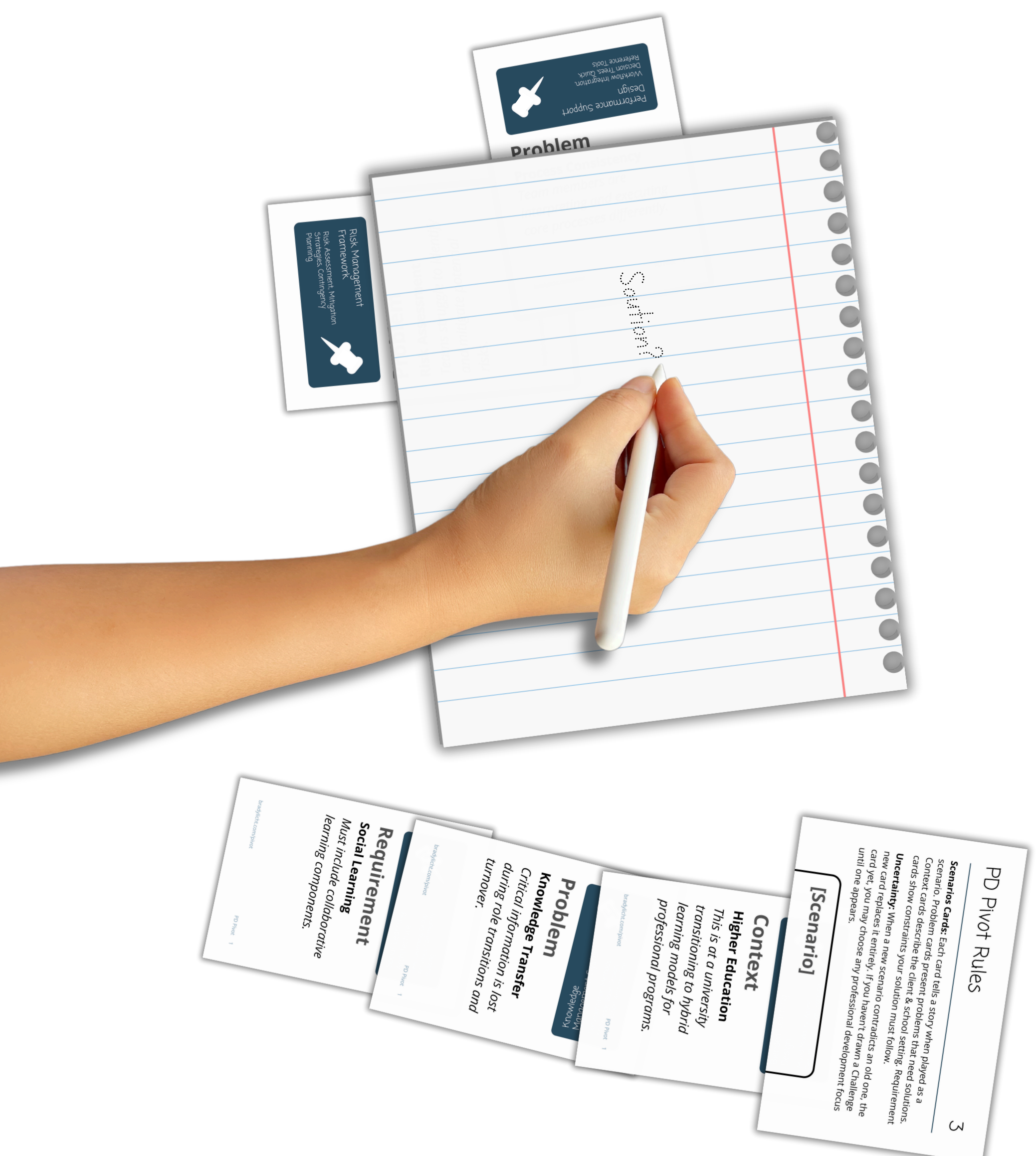
Basic Rules: Shuffle the deck and deal 12 cards between all players as design cards. Reveal three cards as scenario cards, then add one to begin the second and third rounds. Each round, create/revise a solution on a sheet of scratchpaper that works for all active scenarios. Your final solution must address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

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

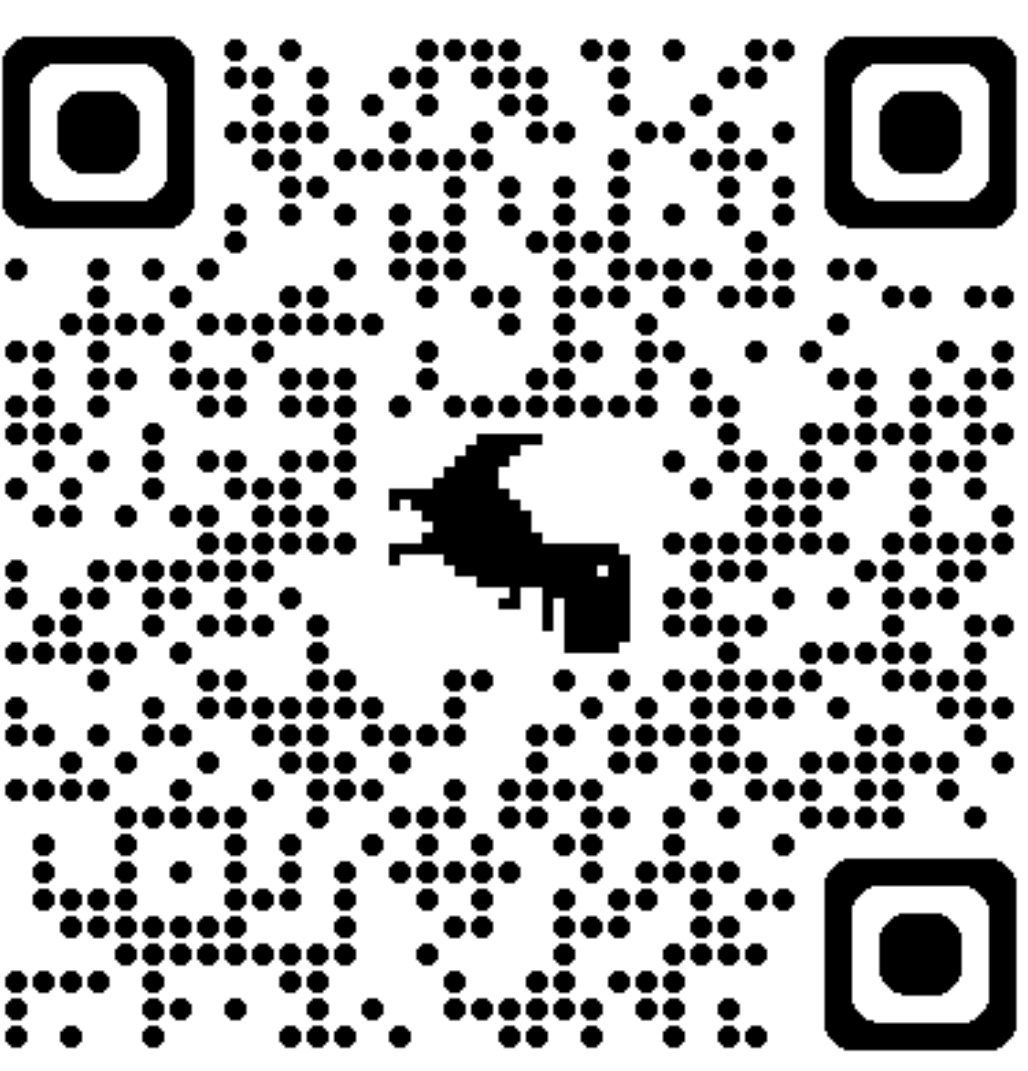
PD Pivot Rules

2

Play Picture:



See It In Action!



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]

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 Remove design cards when no longer applicable.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: 8+ pins/points; Skilled Designer: 4-7 pins/points; Developing Designer: Under 3 pins/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.

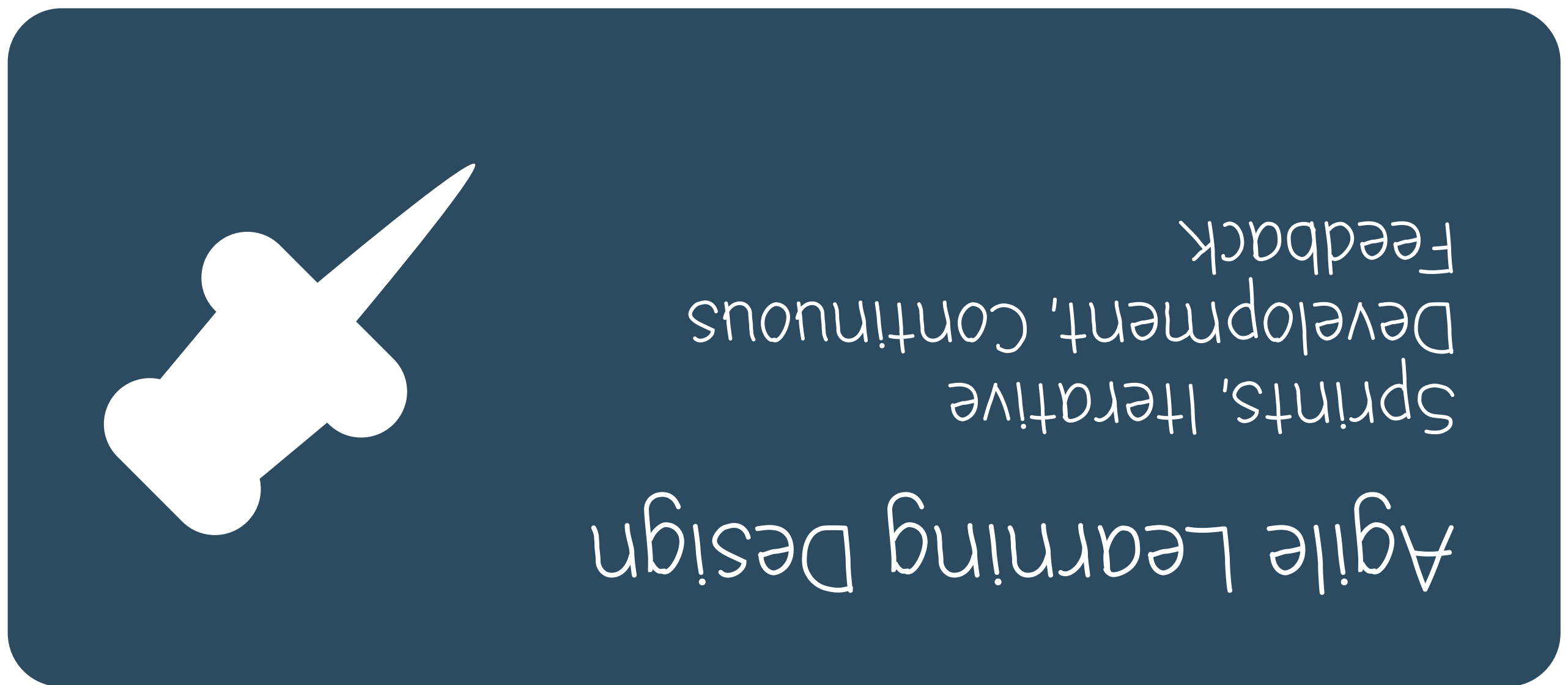


Adult Learning Theory
Knowles' Principles, Self-
Directed Learning,
Experience-Based Learning

Problem

Tech Barriers

Teachers report significant barriers to effectively using classroom technology.



Requirement

Quick Launch

Solution must be ready to launch within 15 days.



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.



Blended Learning
Framework
Station Rotation, Flipped
Learning, Flex Model

Problem

Data Use

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



Change Management
Framework
Kotter's 8 Steps, Rogers's
Innovation Curve

Context

Turnaround School

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



Teacher Involvement in PD

Development

Co-Design

Problem

ELL Progress

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

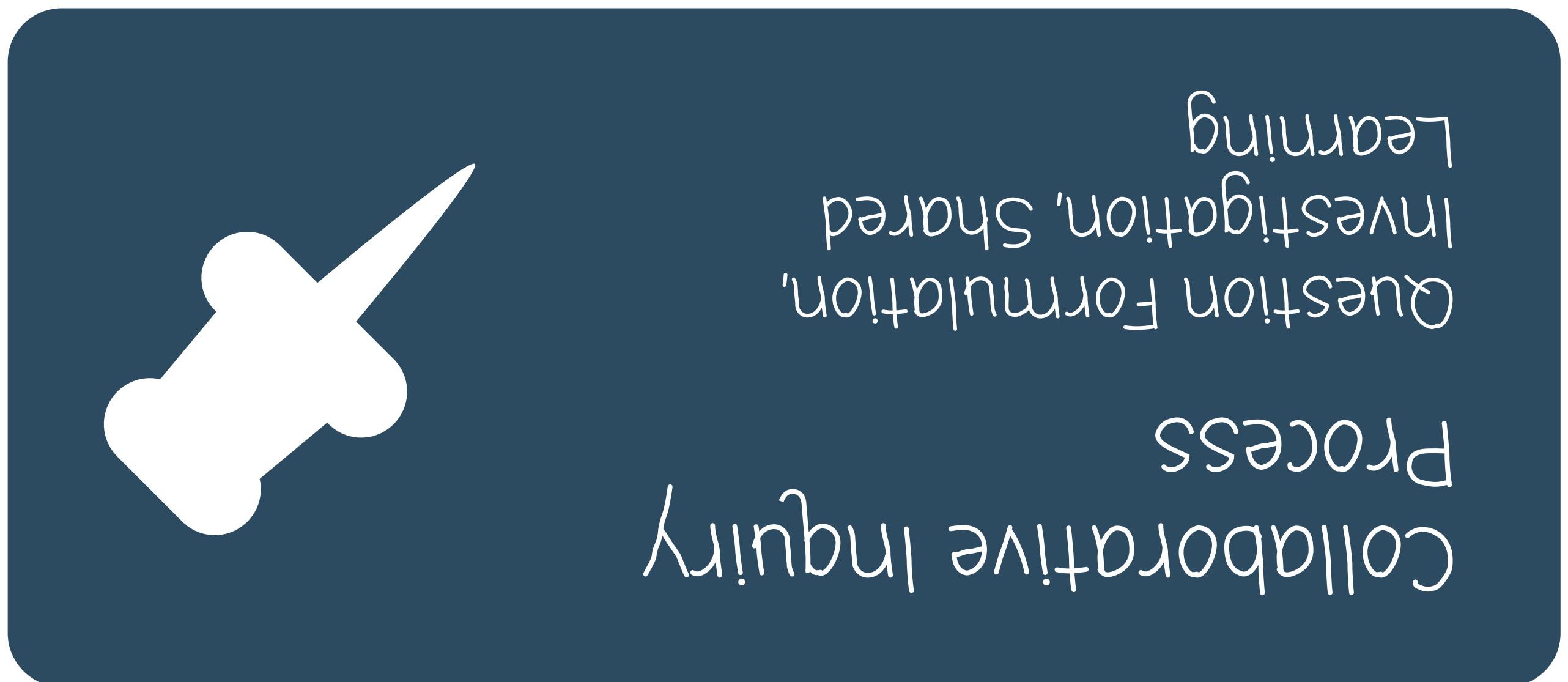


Cognitive Load Theory
Working Memory, Schema
Construction, Expertise
Reversal

Context

Special Center

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



Requirement

Existing Resources

Materials must be developed using existing curriculum resources.



community-centered
Local Knowledge & Expertise,
Existing Resources

Problem

Advanced Learning

*Advanced learners show
minimal growth across
multiple subjects.*



Cultural Awareness
Data on cultures,
Representation, Validating
Experiences

Problem

Discipline Equity

Data reveals concerning patterns in disciplinary practices across student groups.



Data Analysis Protocol
Data Teams, Analysis
Frameworks, Decision Rules

Requirement

Staff Turnover

*Program must
accommodate ongoing
staff turnover.*



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

Problem

MTSS Cohesion

The multi-tiered support system lacks cohesion and consistency.



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.



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

Requirement

Async Components

*Program must include
asynchronous learning
components.*

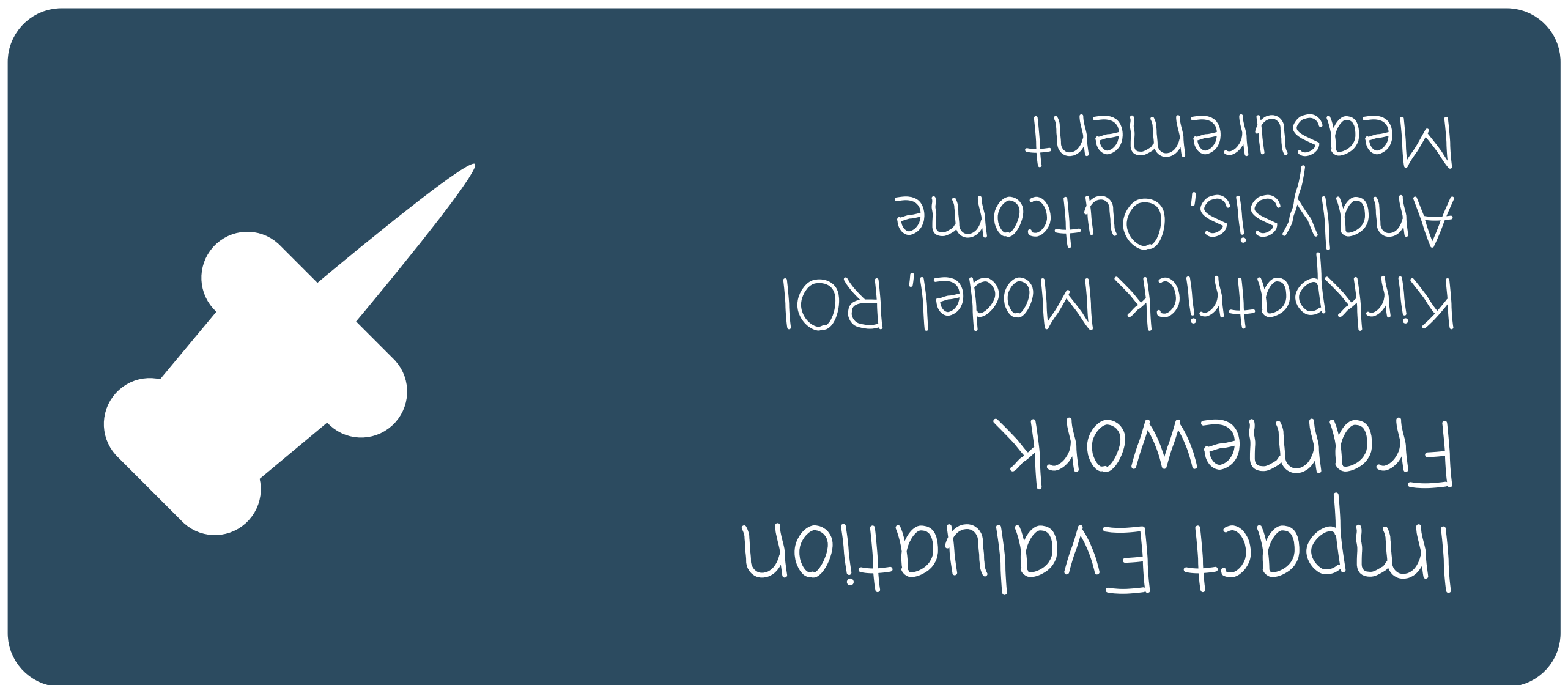


Gradual Release Model
I Do, We Do, You Do,
Independent Practice

Problem

Safety Protocols

*Staff members are
inconsistently following
emergency response
protocols.*



Problem

Parent Outreach

Current parent communication methods aren't effectively reaching families.



Implementation
Fidelity Measures
Walkthrough Tools,
Checklists, Alignment Guides

Requirement

Monthly Evidence

*Teachers must submit
evidence of
implementation monthly.*



Implementation
Planning Tools
Action Plans, Logic Models,
Implementation Maps

Problem

Safety Standards

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



Inspired by Nature
Biomimicry, Outdoors,
Sustainable Design

Requirement

Peer Observation

*Training must incorporate
structured peer
observation cycles.*



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

Requirement

Coaching Sessions

*Implementation requires
weekly small-group
coaching sessions.*



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.



Learning Analytics
Dashboard
Usage Patterns, Engagement
Metrics, Progress Tracking

Requirement

Tech Platforms

*Program can only utilize
currently available
technology platforms.*



Learning Walks
Focused Observations, Quick
Data Collection, Peer
Learning

Context

International

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



Microlearning
Strategy
Short Modules, Quick Tips,
Focused Practice

Requirement

Time Constraint

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



Model Classroom
Program
Demonstration Classrooms,
Peer Observation Sites

Problem

Mentor Program

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



Modular Learning
Experiences
Self-contained, adaptable,
and flexible units

Requirement

Semester Timeline

*Implementation timeline
must not exceed one
semester.*



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

Requirement

State Compliance

*Solutions must meet state
compliance
documentation
requirements.*



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.*



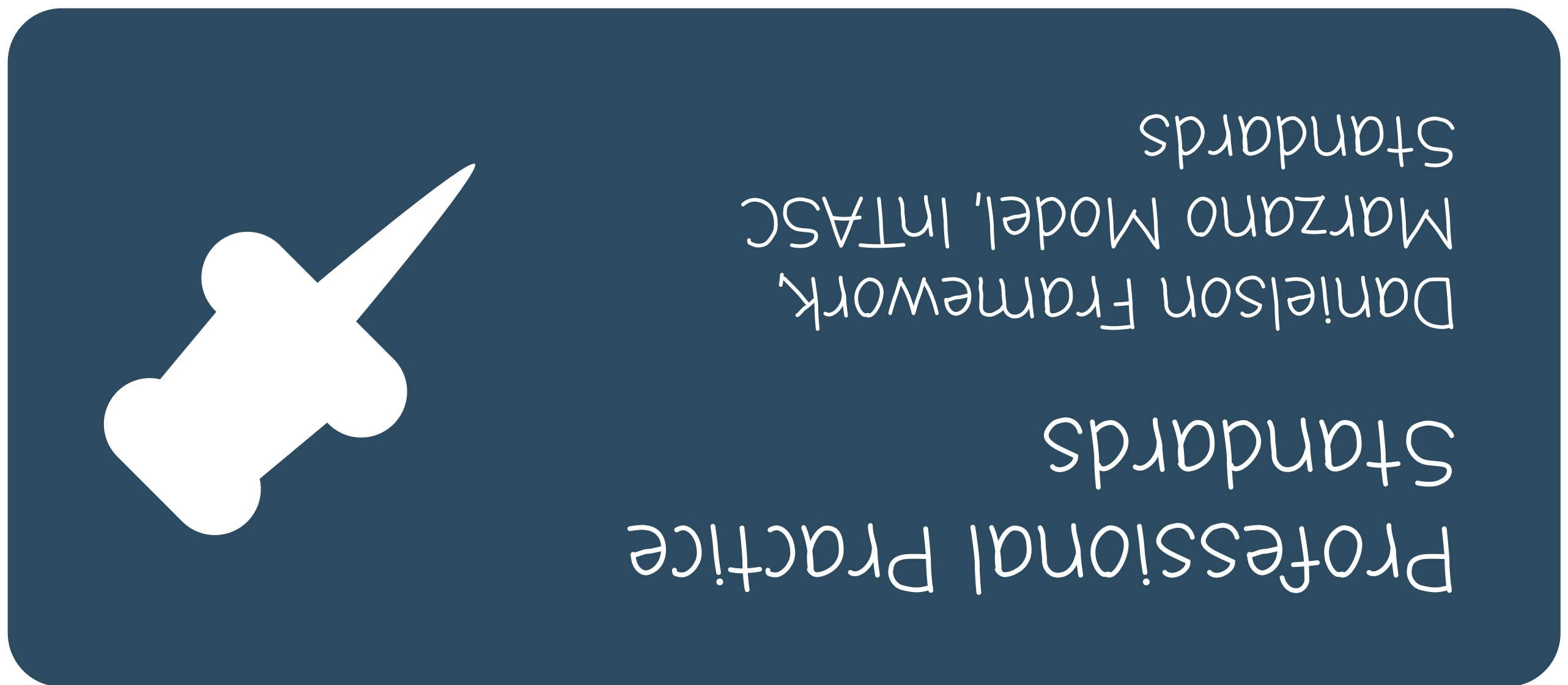
Professional Learning
Communities

DuFour Model, Learning
Teams, Data Teams

Problem

Grade Collaboration

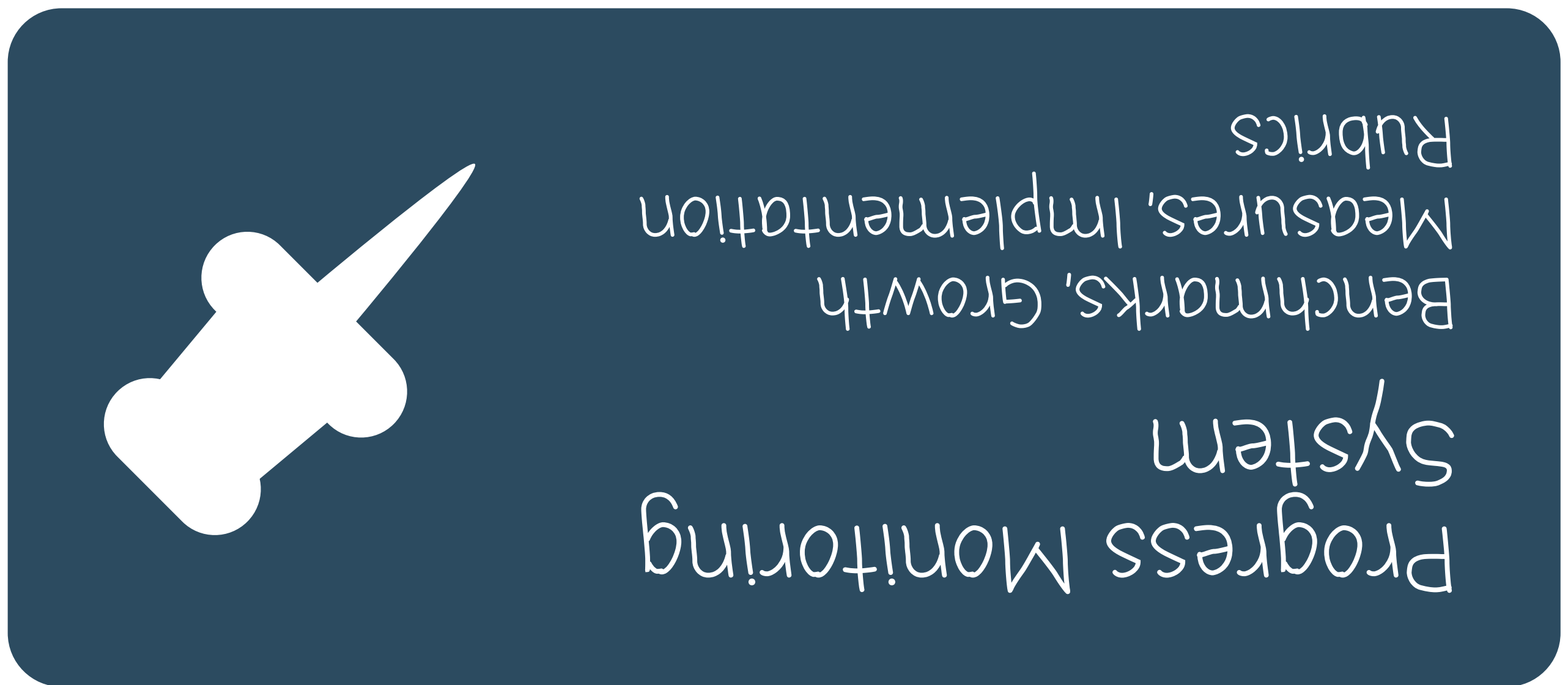
*Teachers report minimal
effective collaboration
between grade levels.*



Requirement

Eval Framework

*Program must align with
teacher evaluation
framework.*



Requirement

Budget Limits

Implementation must stay within existing departmental budget.



Progressive Rollout
Pilot Programs, Prototypes,
Test Groups

Requirement

PLC Integration

*Solution must integrate
with existing professional
learning communities.*



Reflection Tools
Learning Journals,
Microteaching, Self-
Assessment

Requirement

Multi-Site

Implementation must work across multiple school sites simultaneously.

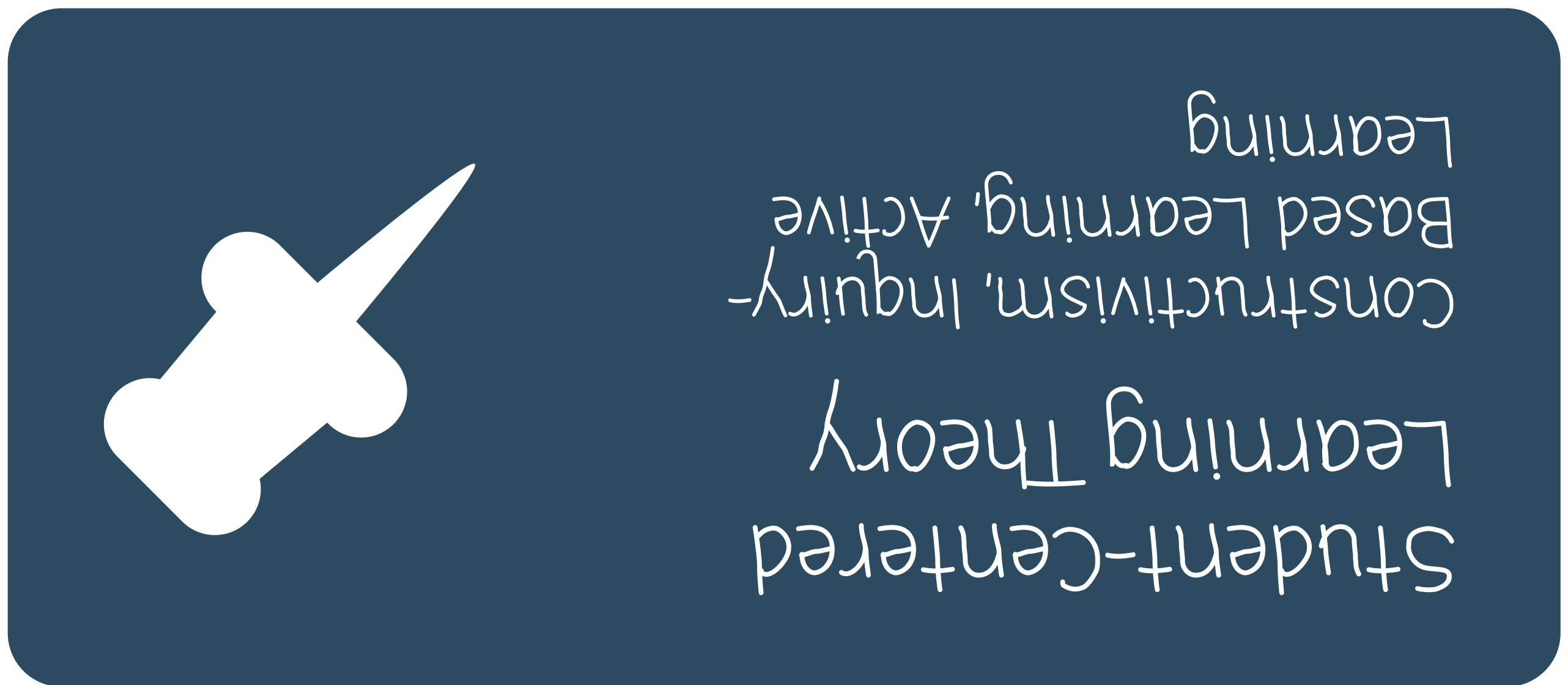


Social Cognitive
Theory
Bandura's Social Learning,
Modeling, Self-Efficacy

Context

Urban Title I

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



Problem

Student Engagement

*Classroom observations
show predominantly
passive student
engagement.*



Success Criteria
Matrix
Learning Progressions,
Performance Indicators,
Quality Rubrics

Problem

Grading Practices

Teachers are implementing standards-based grading in conflicting ways.

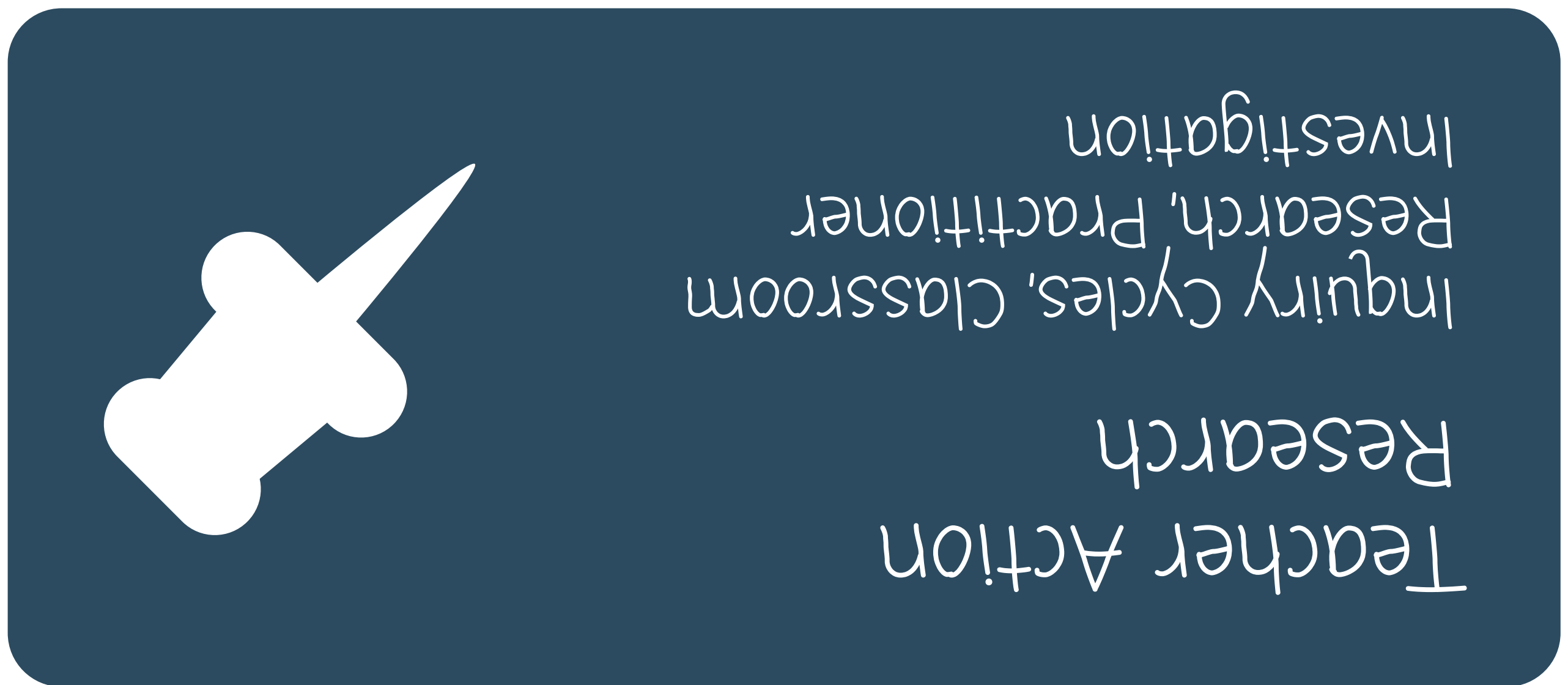


Systematic
Instructional Design
ADDIE Model, Dick & Carey
Model

Problem

Curriculum Gaps

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



Requirement

Hybrid Format

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



Technology Integration
Framework

SAMR Model, TPACK
Framework

Problem

Digital Literacy

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



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

Requirement

Internal Expertise

*Training must be delivered
using internal staff
expertise.*



Reference Materials, Concept
Maps, Mnemonics

Job Aids

Context

Alternative HS

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



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

Problem

SPED Consistency

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

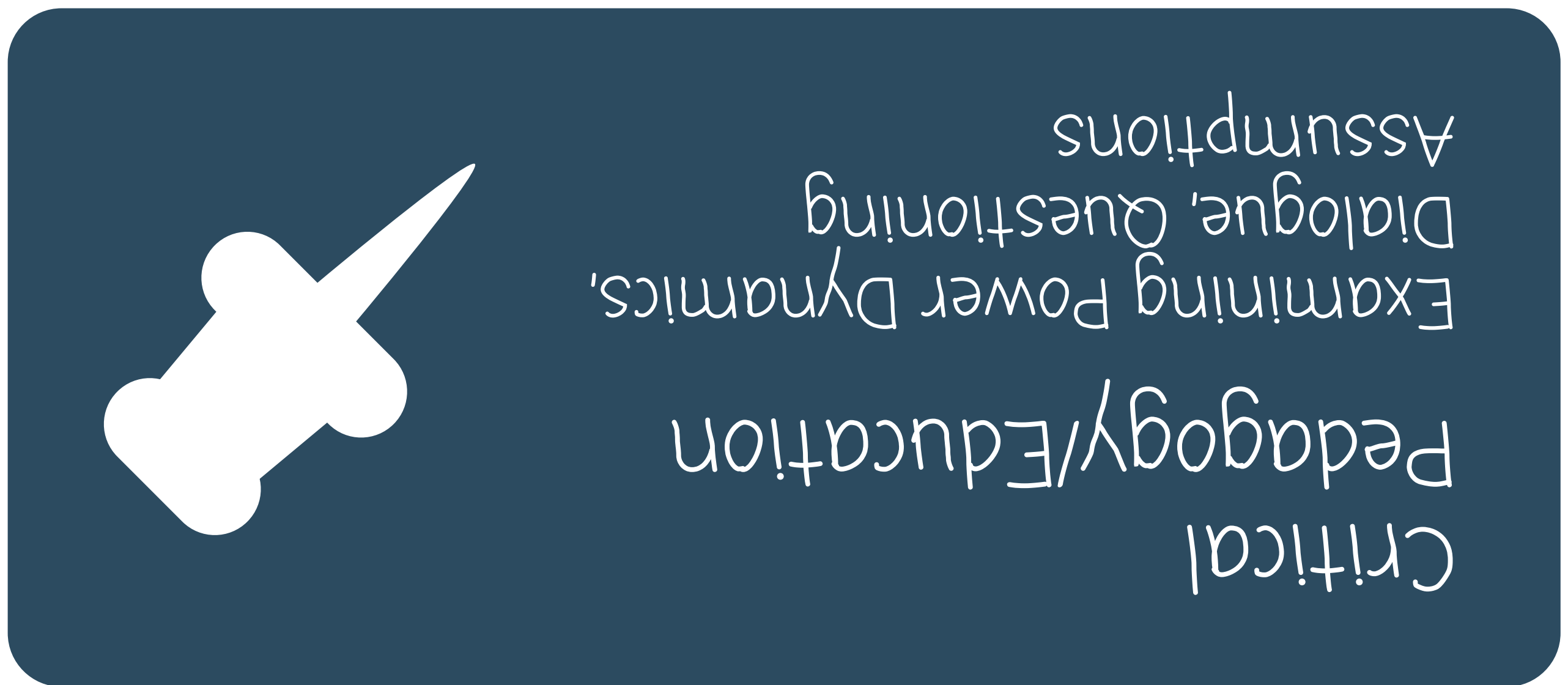


Expanded Teaching
Community
PLNS, Education Conferences,
Online Networks

Problem

Teacher Retention

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



Problem

PLC Structure

*Professional Learning
Communities lack clear
structures and protocols.*



Perspective Shift
Teacher Estimates of
Achievement, Self-Efficacy,
Mindsets

Problem

PBL Assessment

*Project-based learning
lacks meaningful
assessment strategies.*



Content Accessibility
Captions, Color Contrast, Alt
Text, and More

Problem

Teacher-Centered

*Classroom observations
indicate heavily teacher-
centered instruction.*



Trending Technology
VR/AR, Generative AI, Video
Games, Social Media

Context

Online Academy

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



Scenario-Based Learning,
Roleplay, Hypotheticals

Simulations

Requirement

Release Days

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



Communication Plan
Metaphors, Push/Pull
Strategies, Multiple Modes

Requirement

Data Collection

*Regular data collection
required to show
measurable impact.*



Social Factors
Enjoyment, Humor,
Recognition

Requirement

Union Contract

*Design must align with
union contract provisions.*