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]

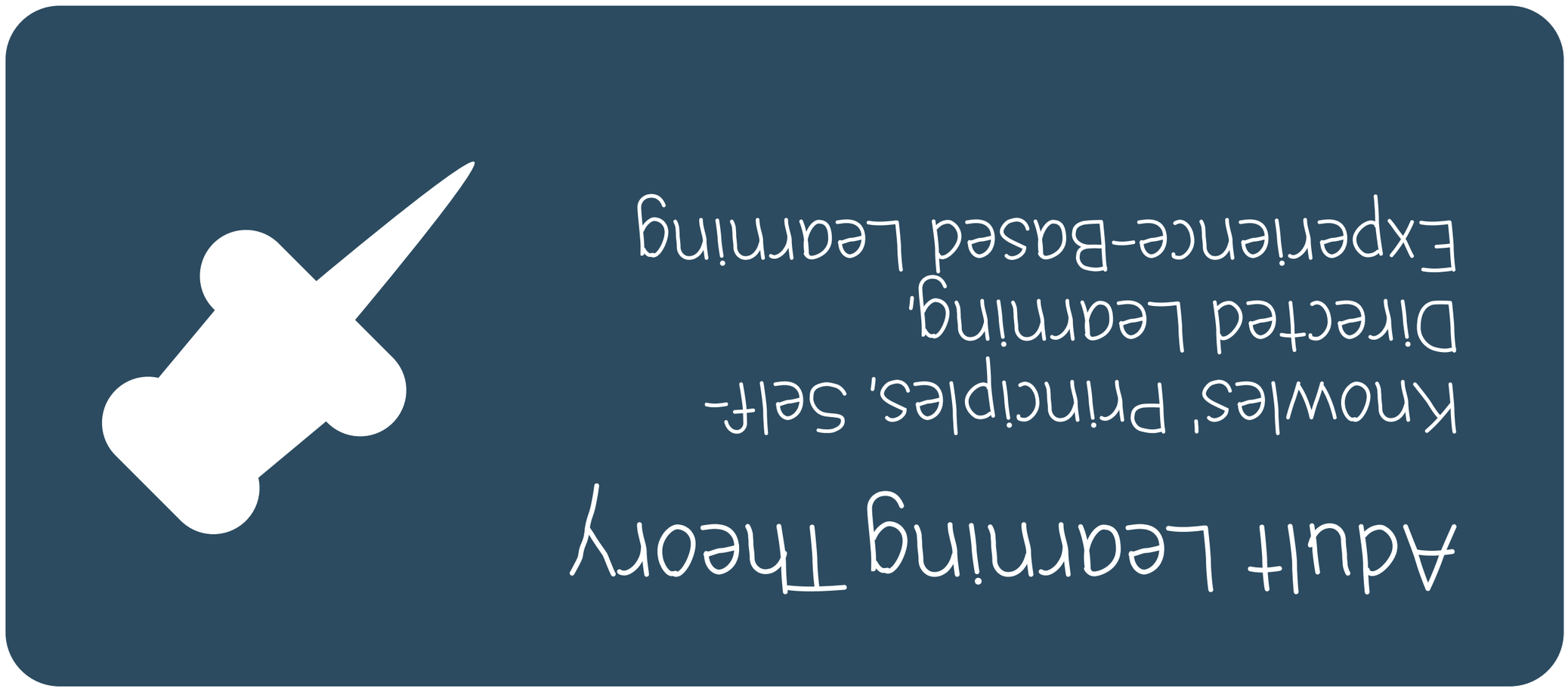
PD Pivot Rules

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 Remove design cards when no longer applicable.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

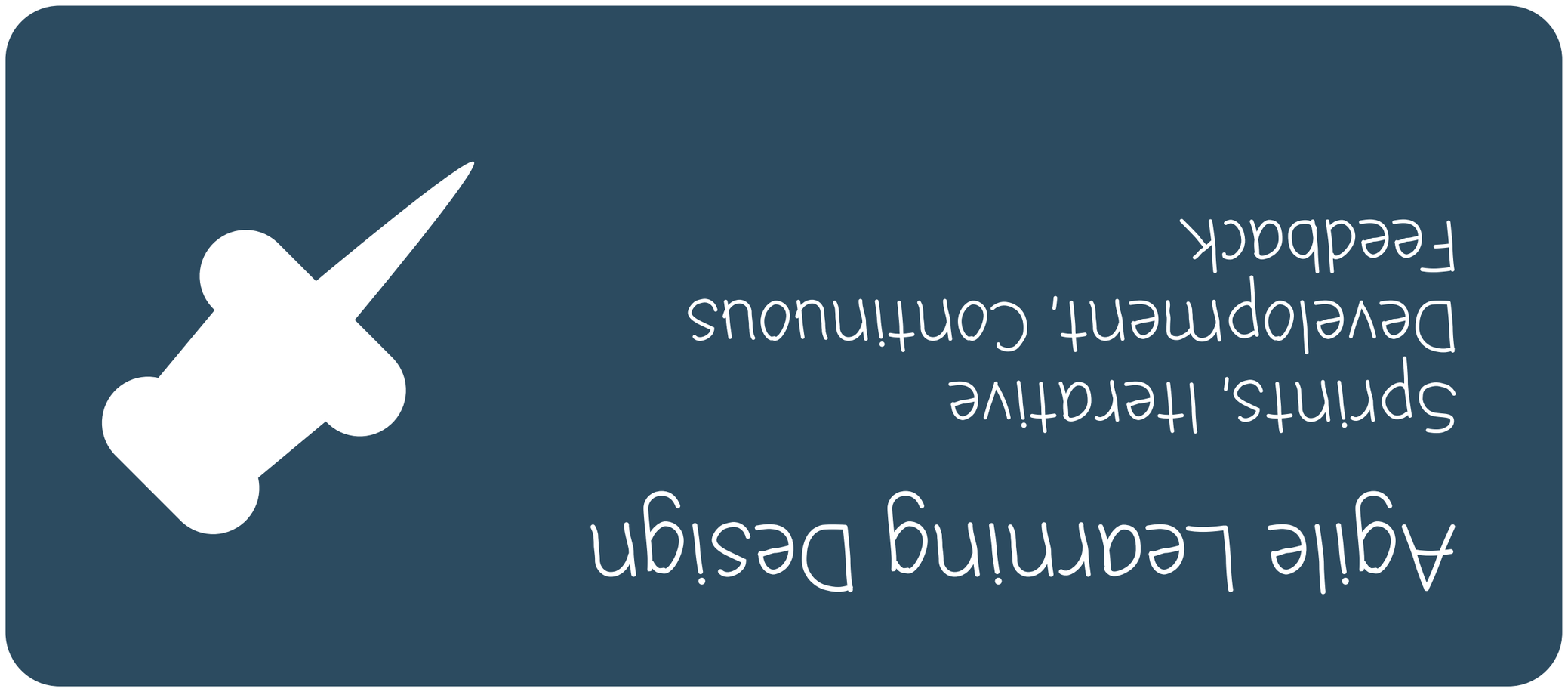
Team Mode: Split into 2-4 teams. Use same scenarios but different solutions & design cards. Compare points at end.



Problem

Tech Barriers

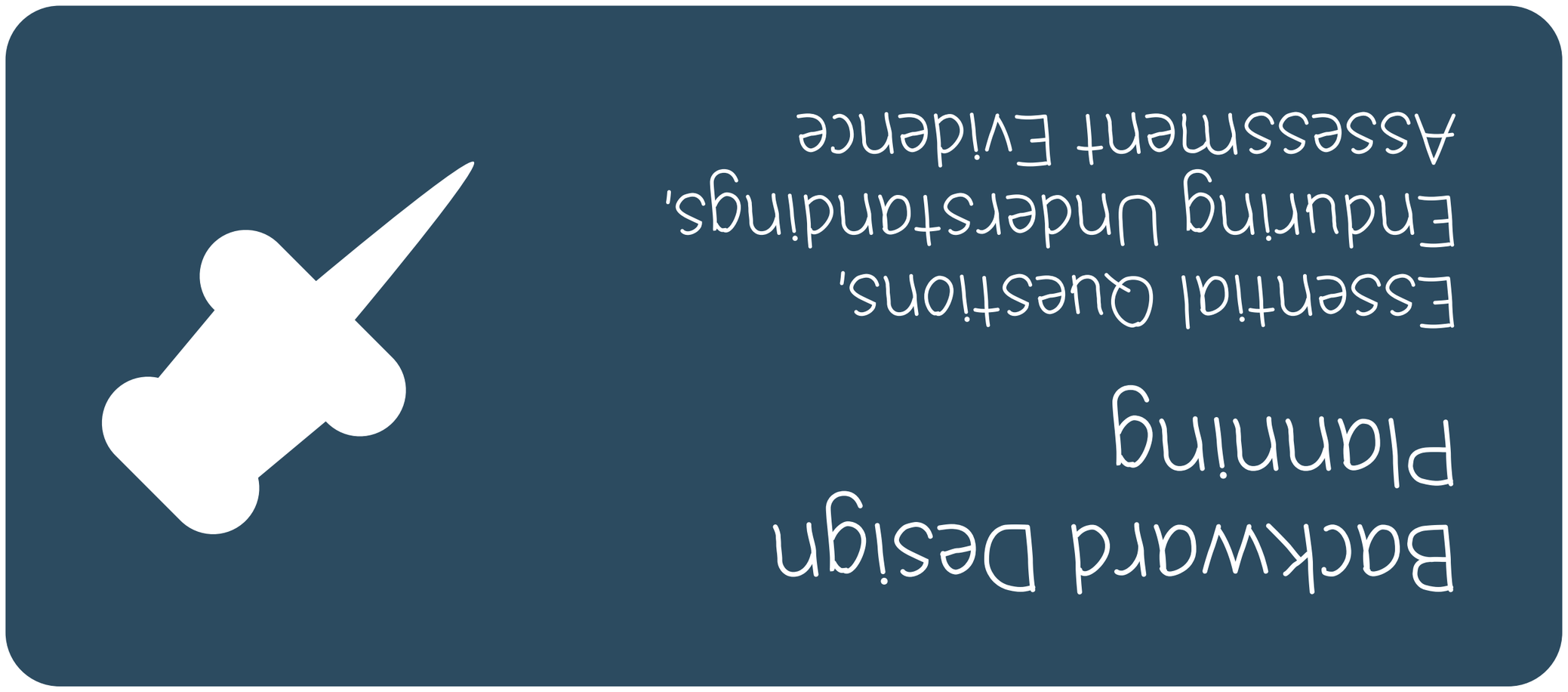
Teachers report significant barriers to effectively using classroom technology.



Requirement

Quick Launch

Solution must be ready to launch within 15 days.



Context

College Prep

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

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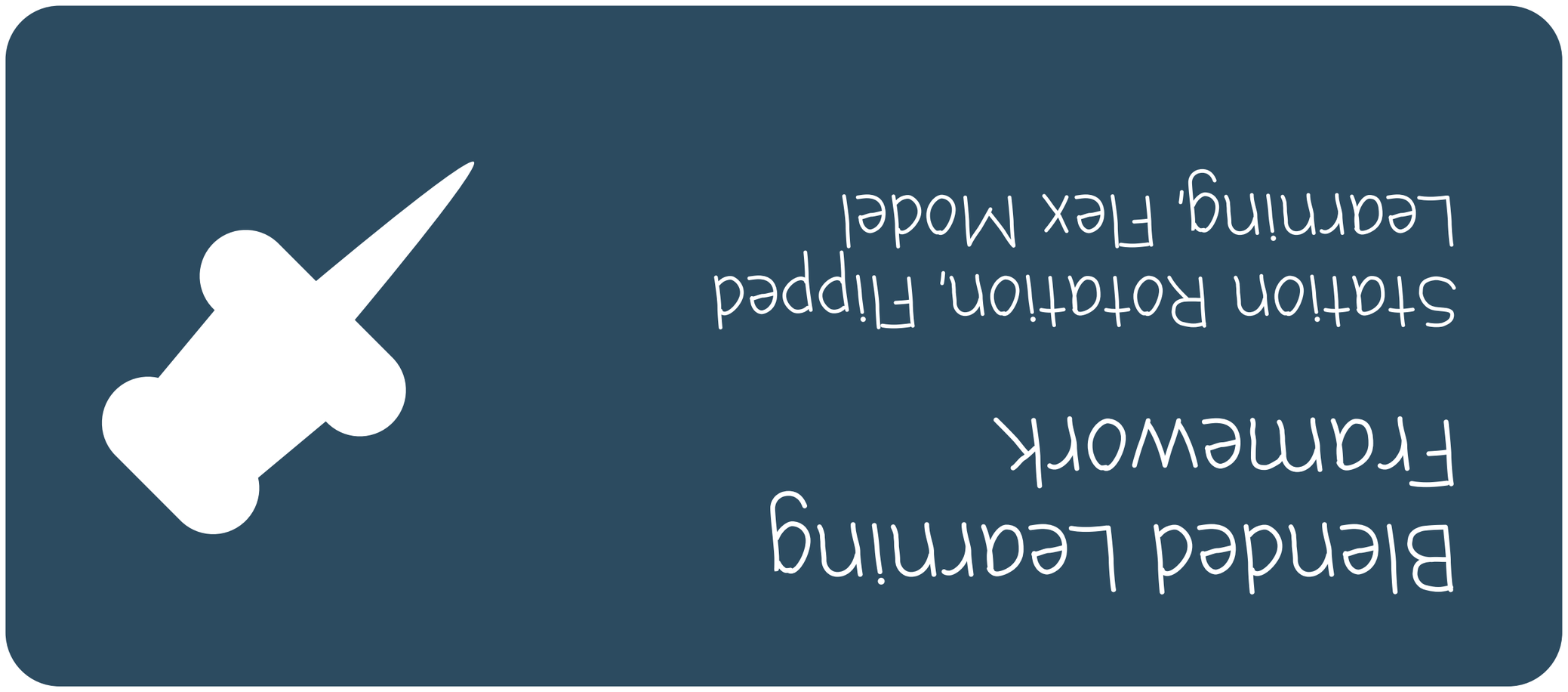
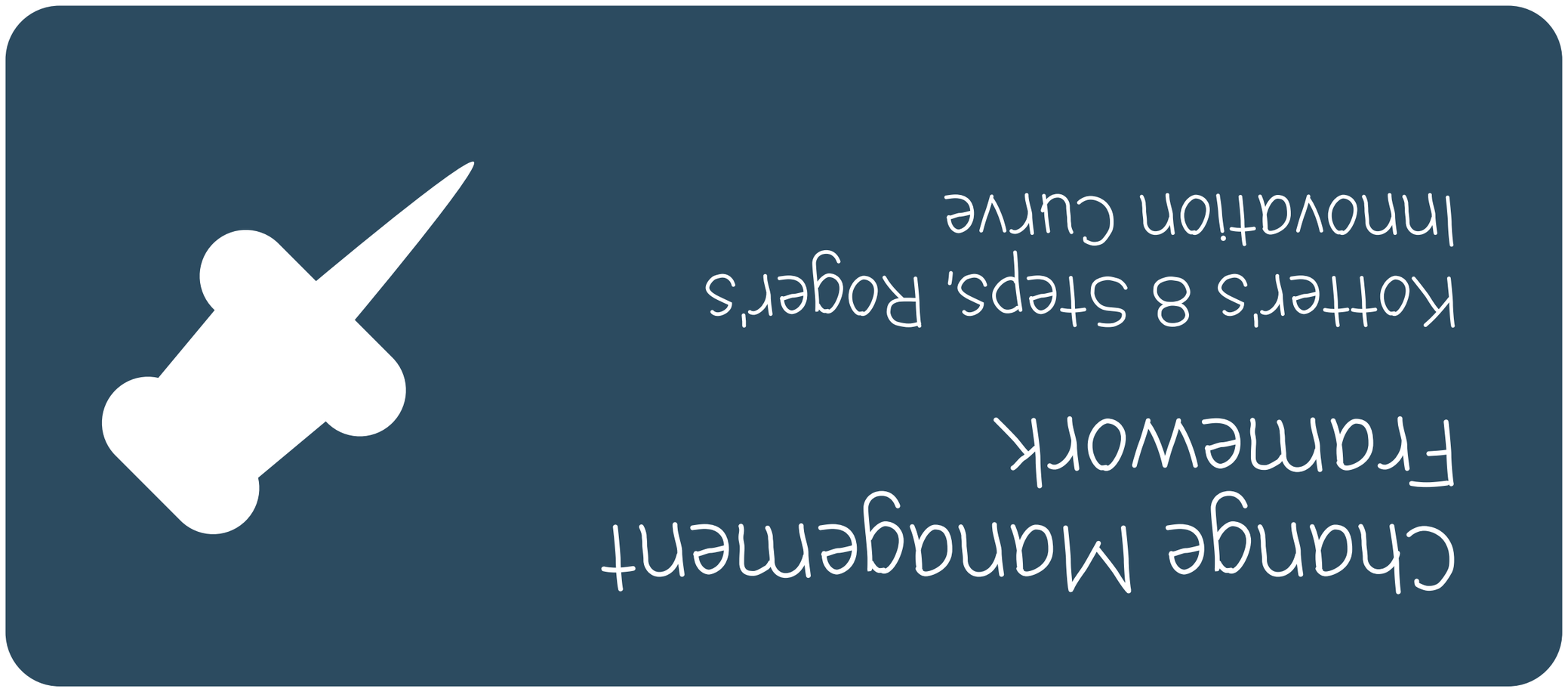


Problem

Data Use

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



Context

Turnaround School

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

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Problem

ELL Progress

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

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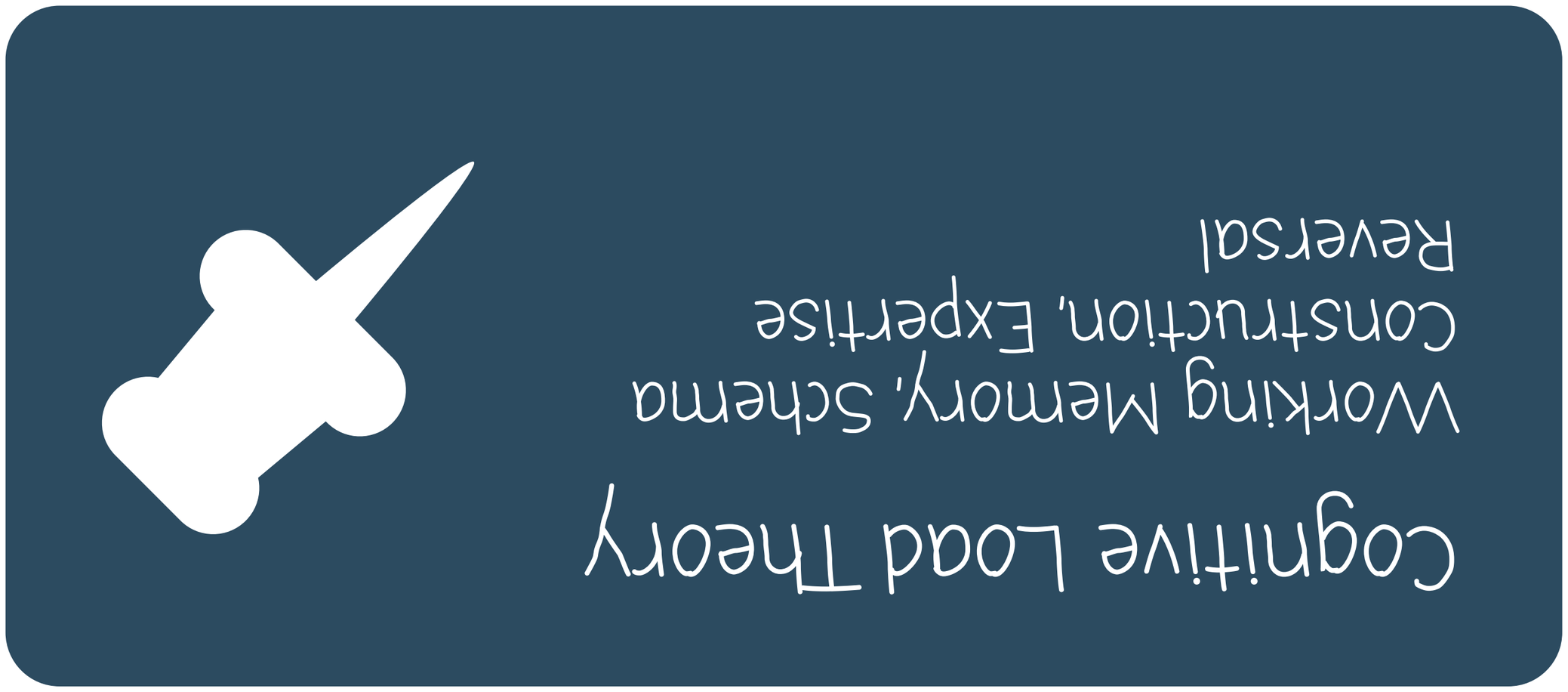

Context

Special Center

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

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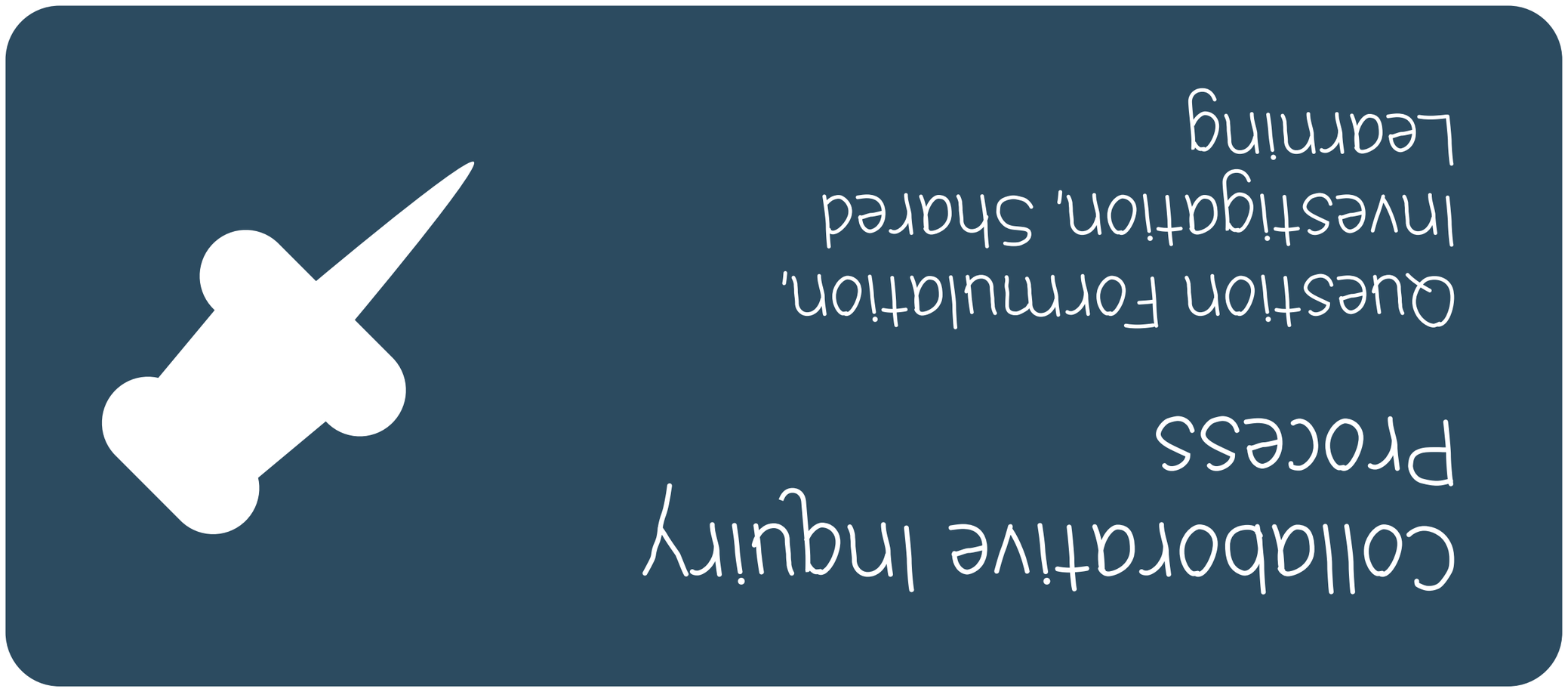
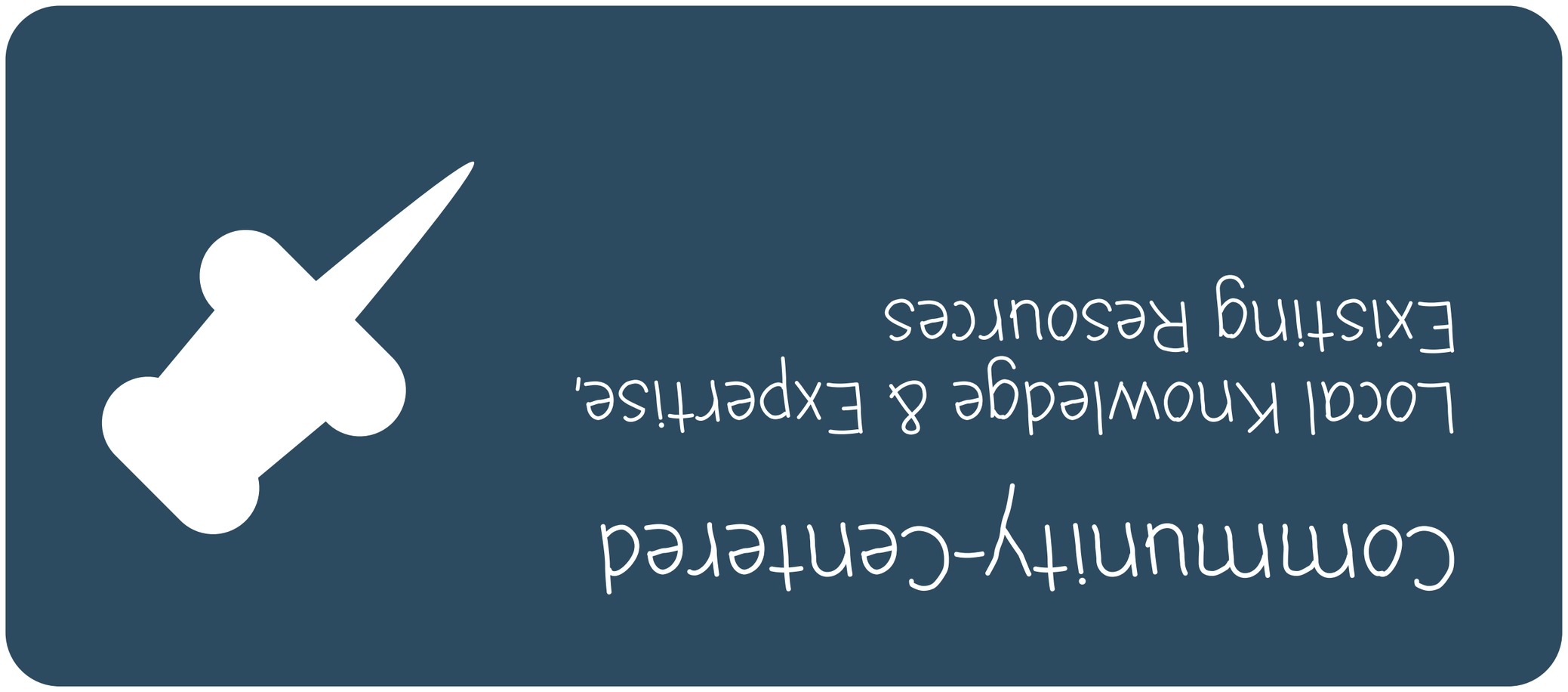


Requirement

Existing Resources

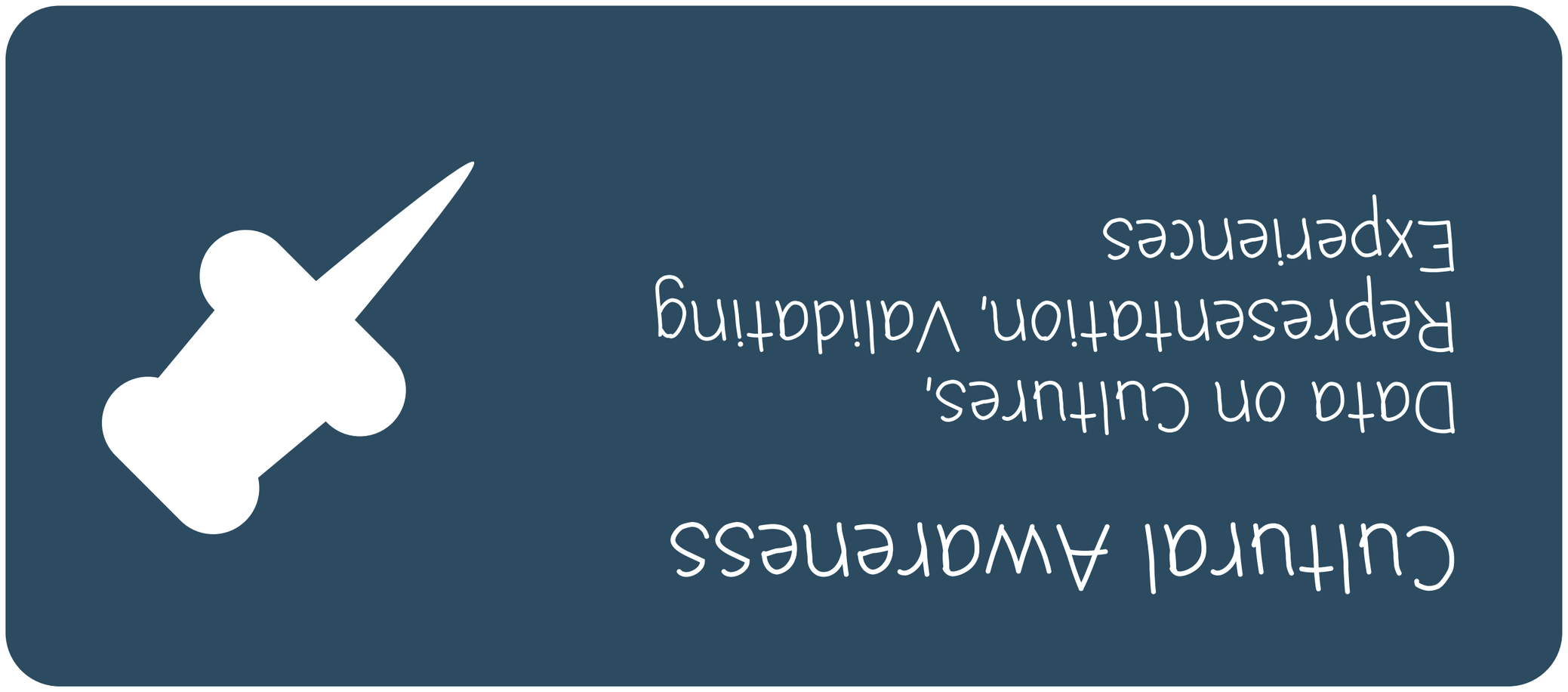
Materials must be developed using existing curriculum resources.



Problem

Advanced Learning

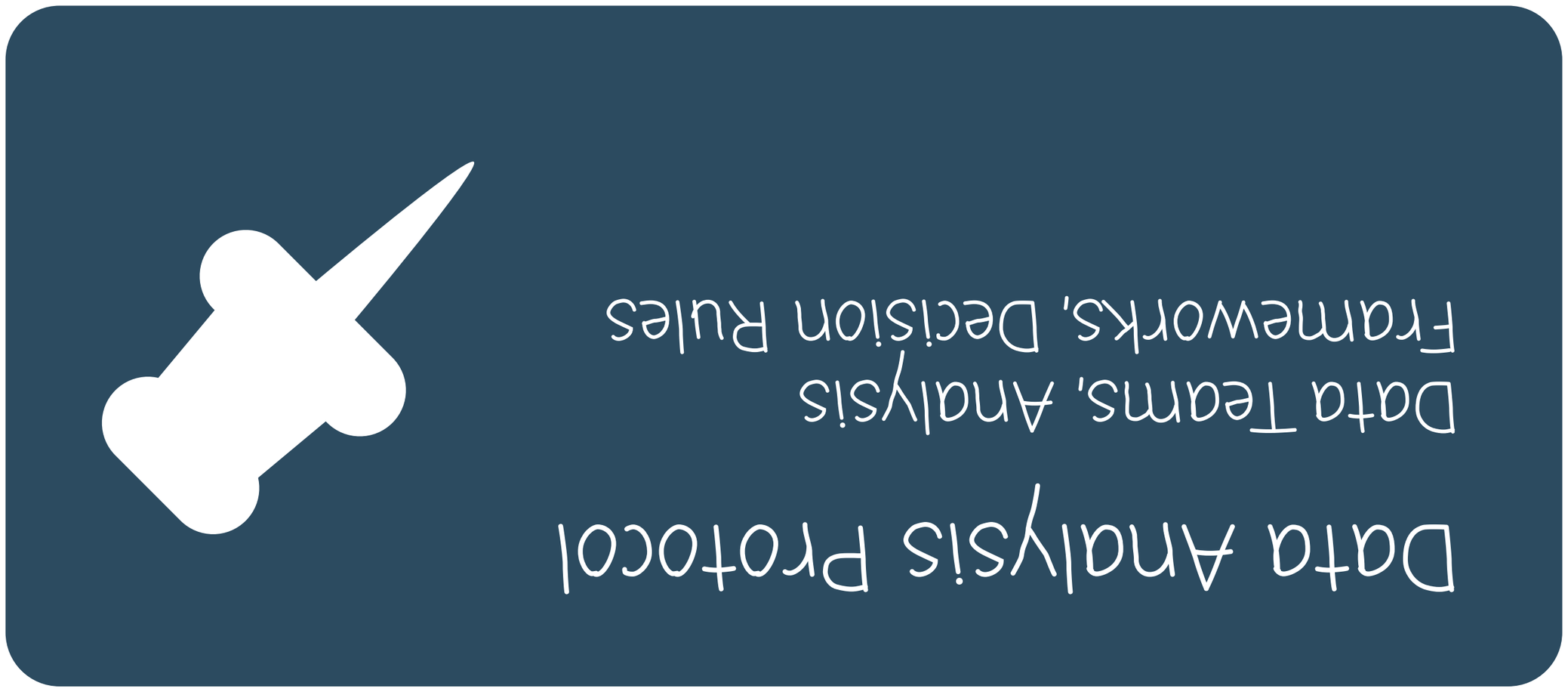
Advanced learners show minimal growth across multiple subjects.



Problem

Discipline Equity

Data reveals concerning patterns in disciplinary practices across student groups.



Requirement

Staff Turnover

Program must accommodate ongoing staff turnover.

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The multi-tiered support system lacks cohesion and consistency.

Problem

MTSS Cohesion

Data-Driven Decision Making

Data Analysis, Root Cause Analysis, Action Planning

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infrastructure and innovation focus.

This is at a suburban STEM academy with state-of-the-art technology

Context

STEM Academy

Digital Learning Environment

LMS Integration, Virtual PLCs, Online Resource Libraries

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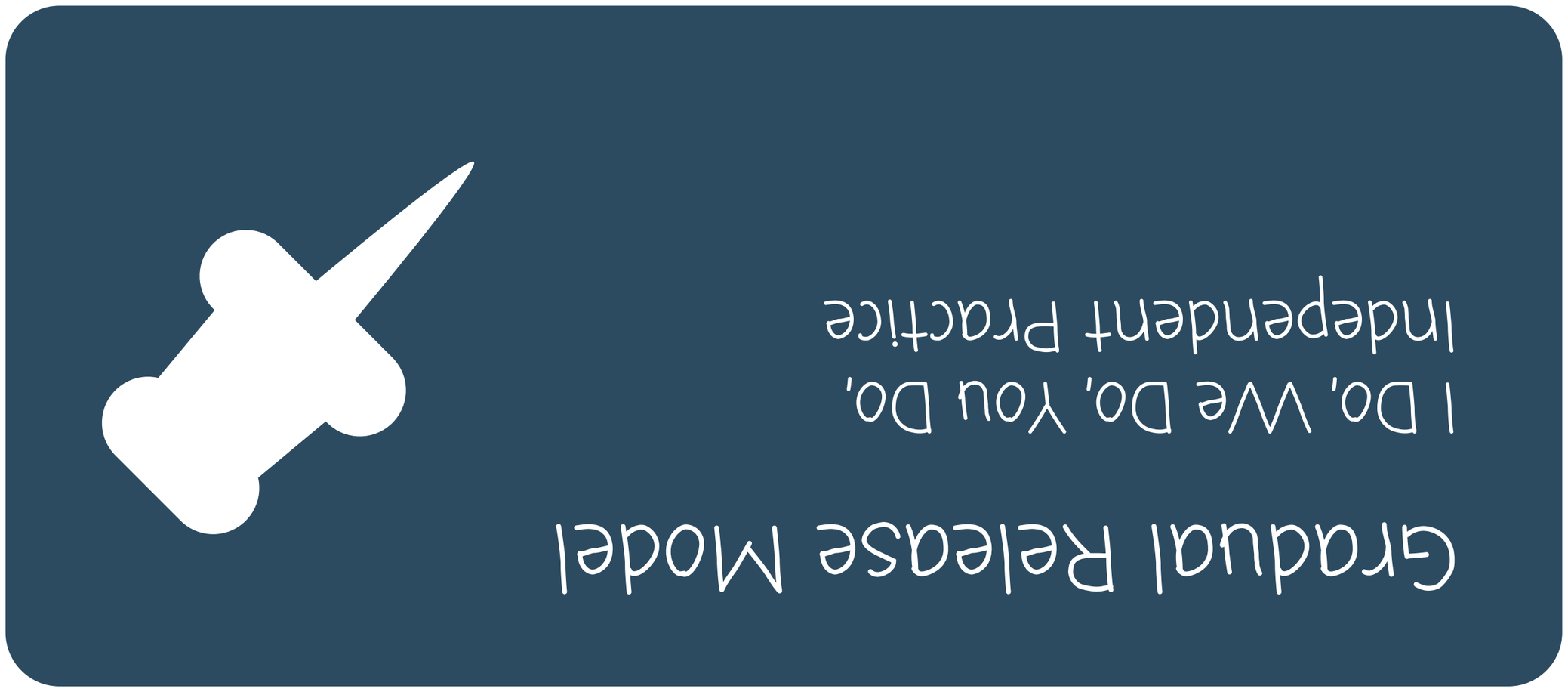
Program must include asynchronous learning components.

Async Components

Requirement

Feedback &
Observation Protocol

Look-Fors, Evidence Collection,
Debrief Structures



Problem

Safety Protocols

Staff members are inconsistently following emergency response protocols.

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families.

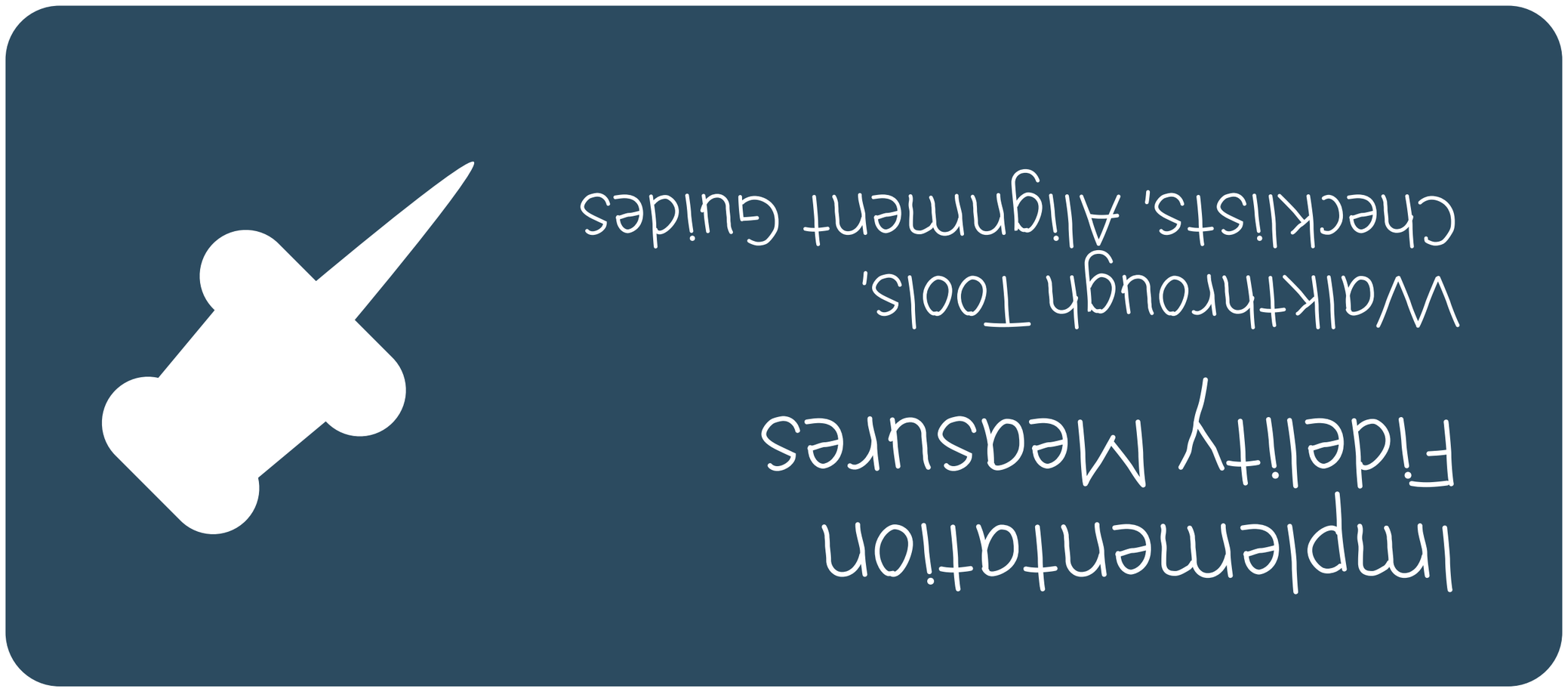
Current parent communication methods aren't effectively reaching

Parent Outreach

Problem

Impact Evaluation Framework

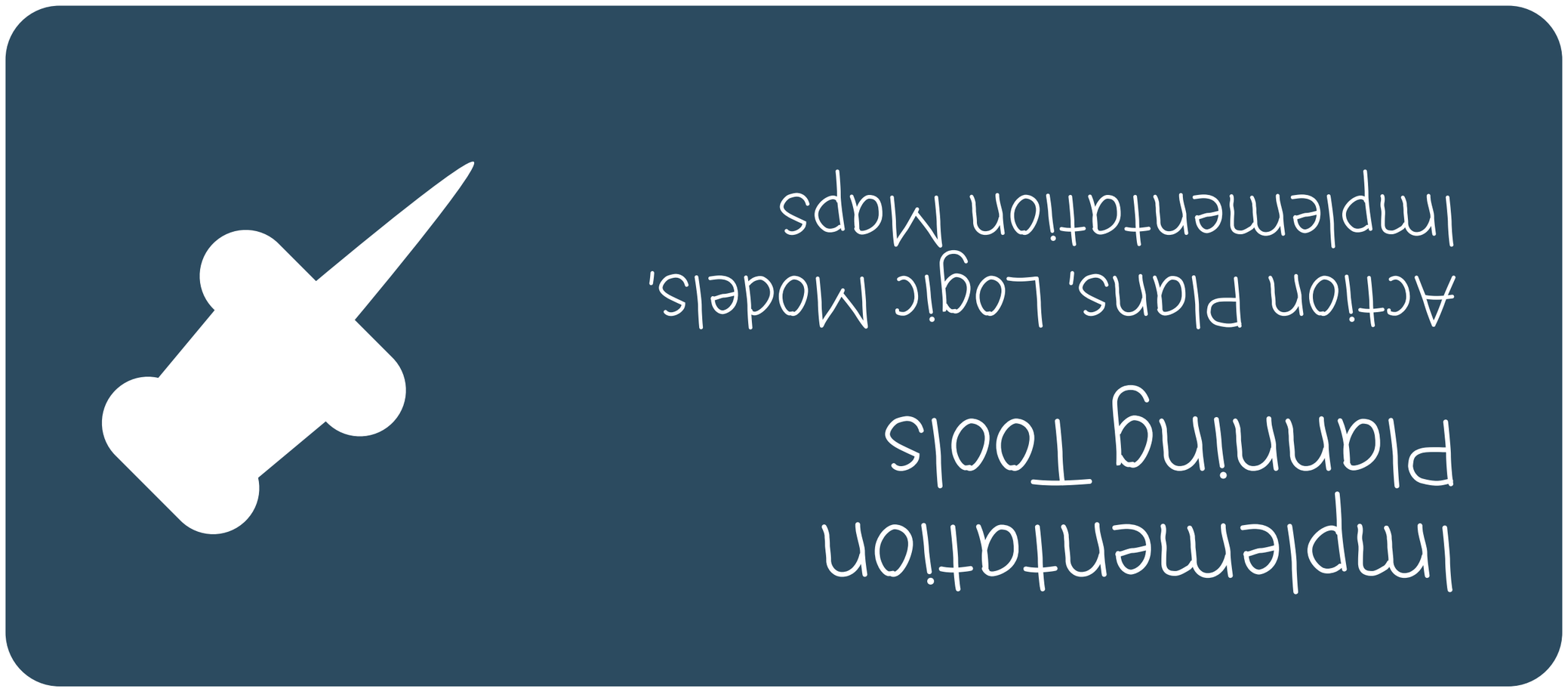
Kirkpatrick Model, ROI Analysis, Outcome Measurement



Requirement

Monthly Evidence

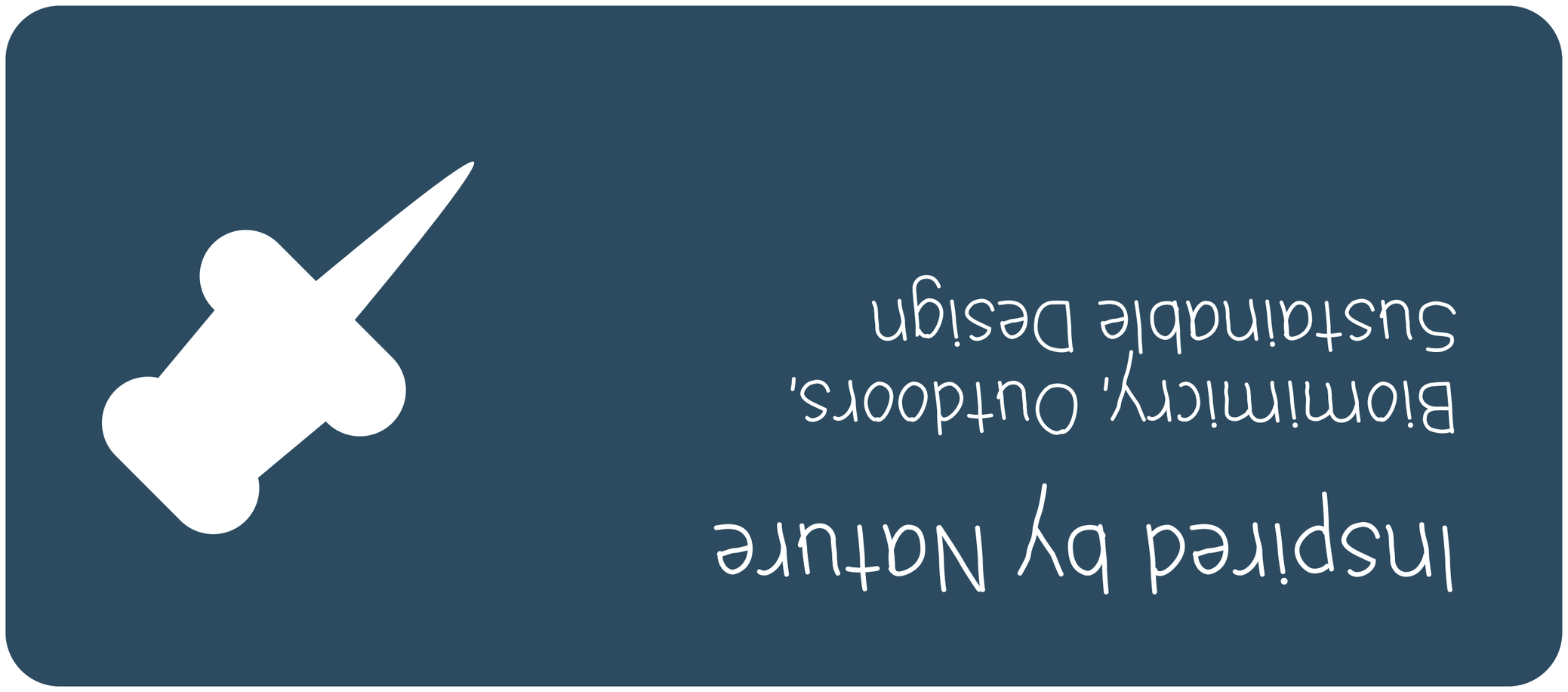
Teachers must submit evidence of implementation monthly.



Problem

Safety Standards

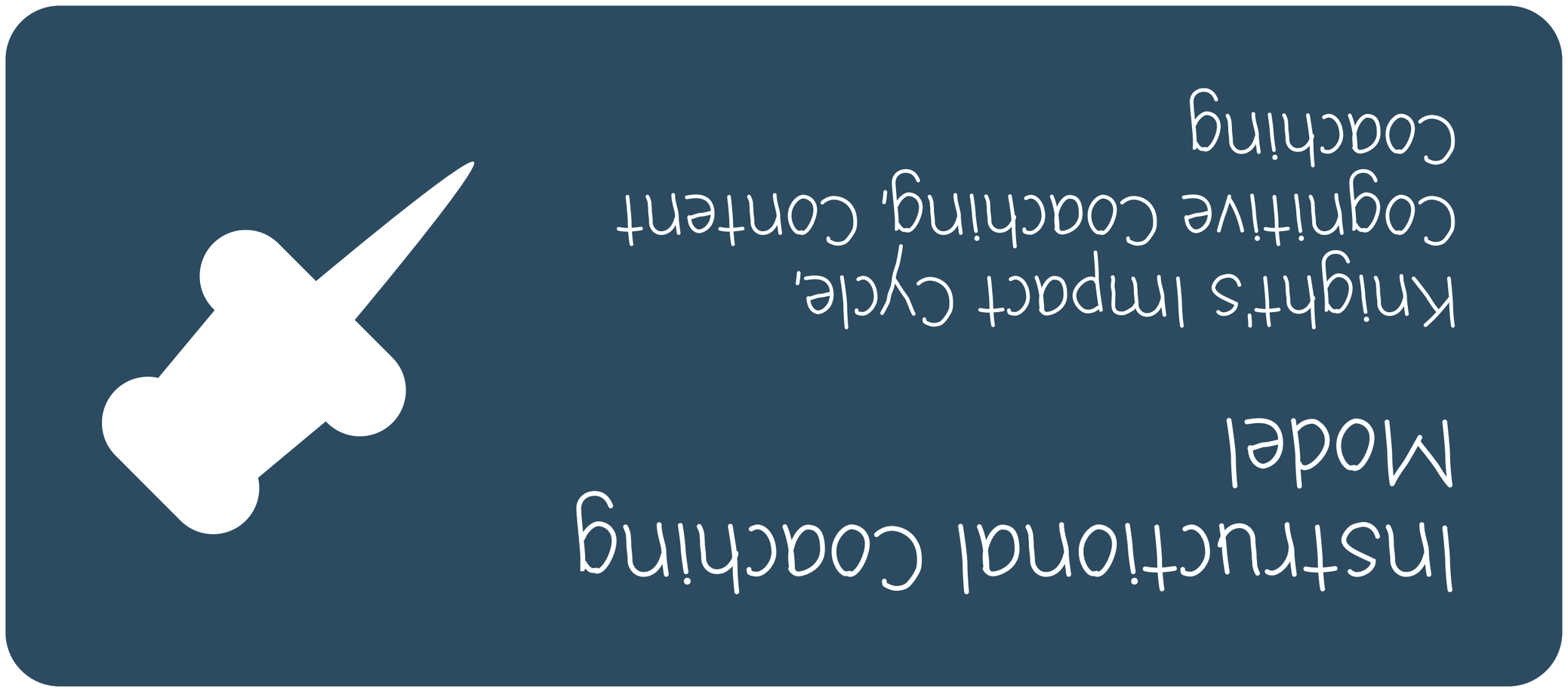
School safety procedures need to be standardized across the building.



Requirement

Peer Observation

Training must incorporate structured peer observation cycles.



Requirement

Coaching Sessions

Implementation requires weekly small-group coaching sessions.

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levels and limited local resources.

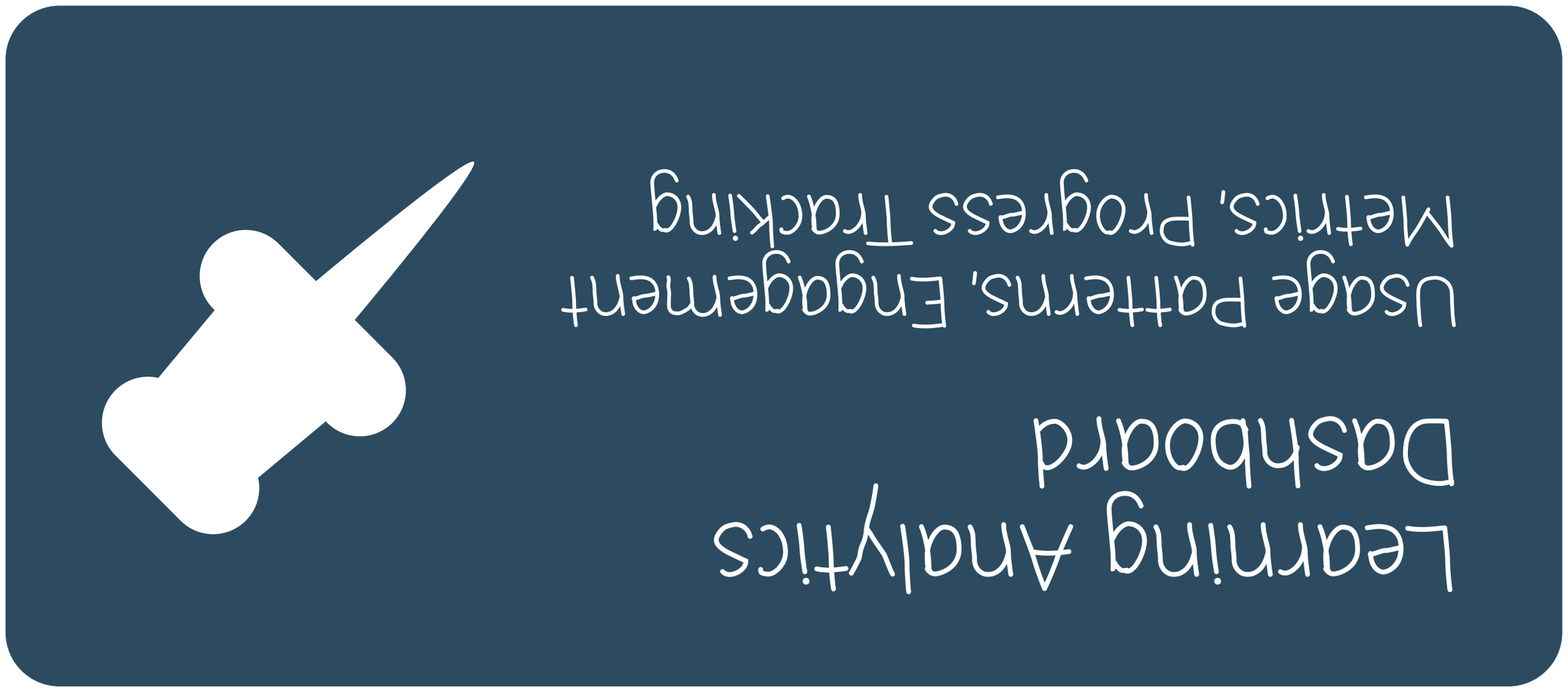
This is at a rural district school where teachers work with multiple grade

Context

Rural School

Job-Embedded Learning

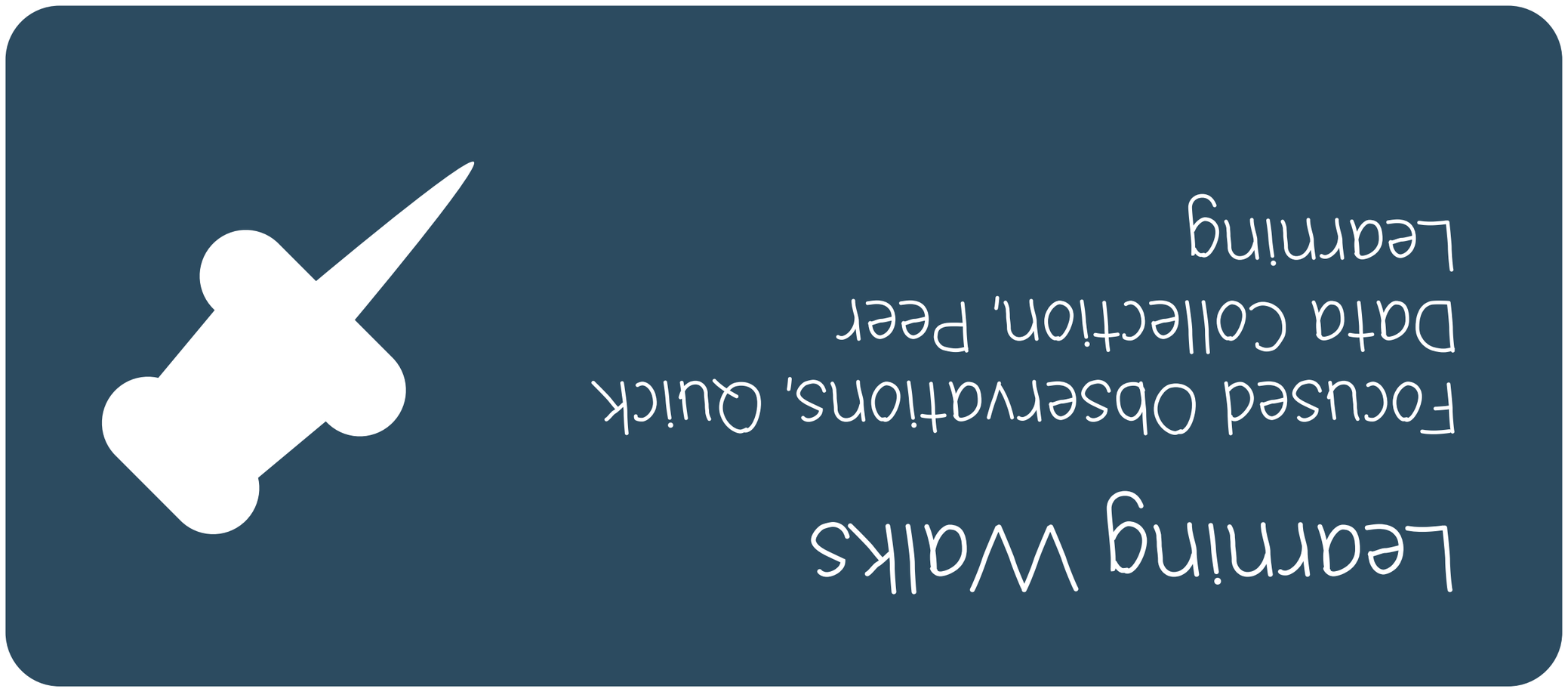
Coaching Cycles, Just-in-Time Support, Classroom Application



Requirement

Tech Platforms

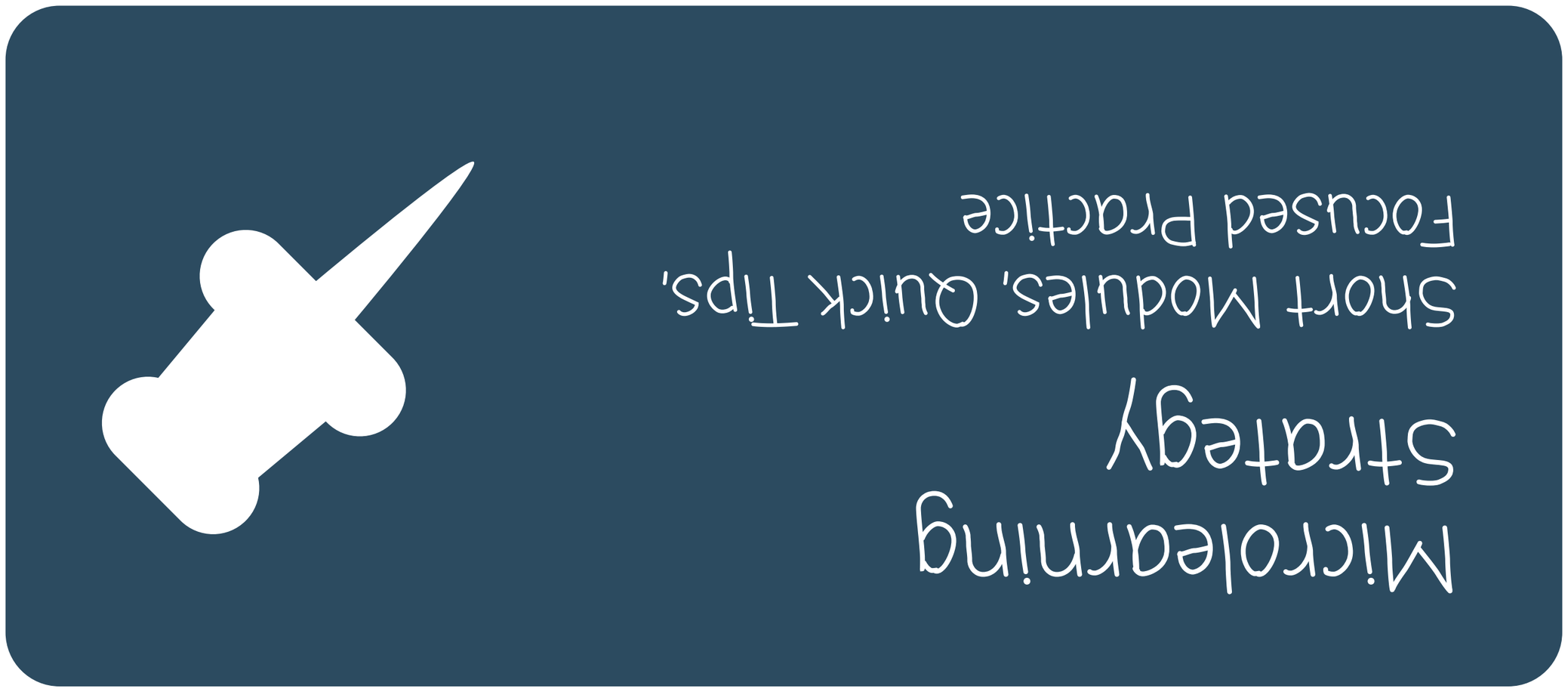
Program can only utilize currently available technology platforms.



Context

International

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



Requirement

Time Constraint

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

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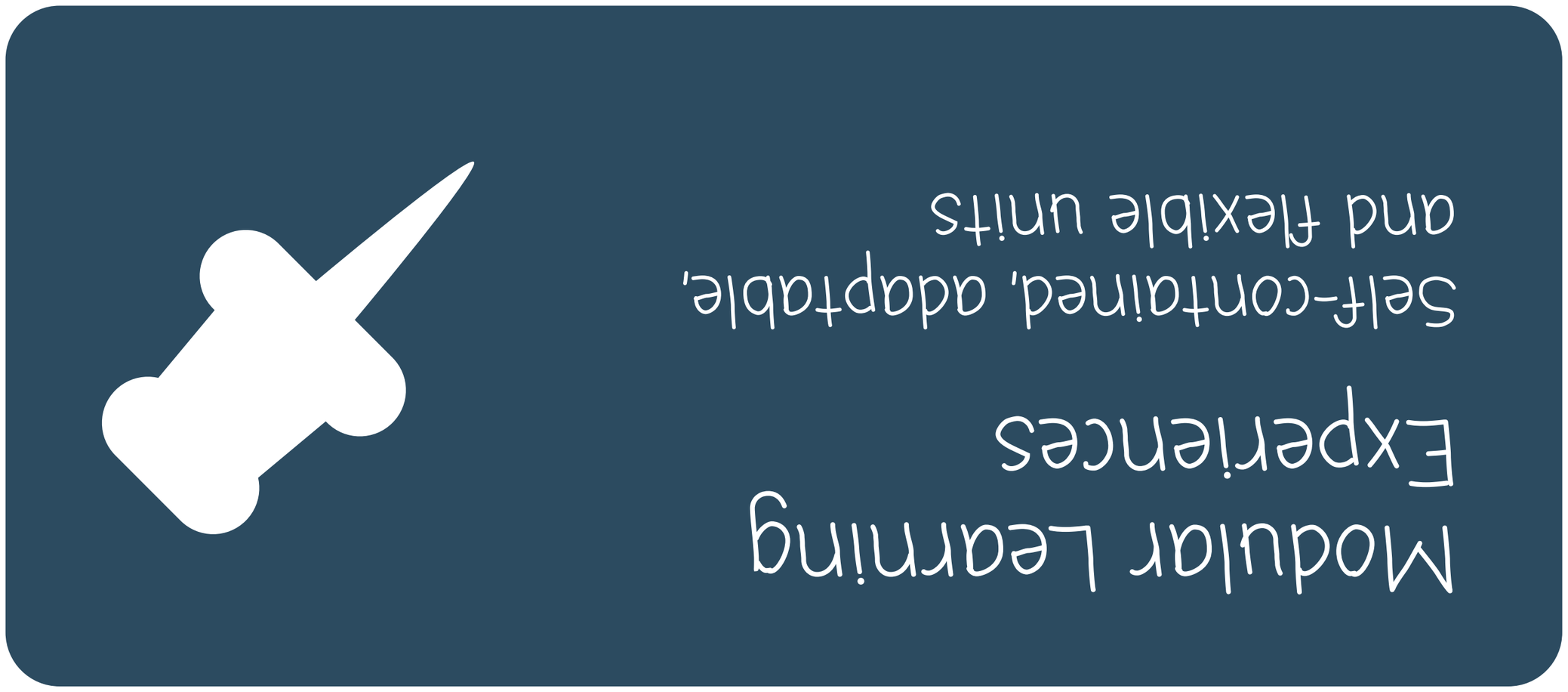
The current teacher mentoring program isn't meeting new staff needs.

Mentor Program

Problem

Model Classroom Program

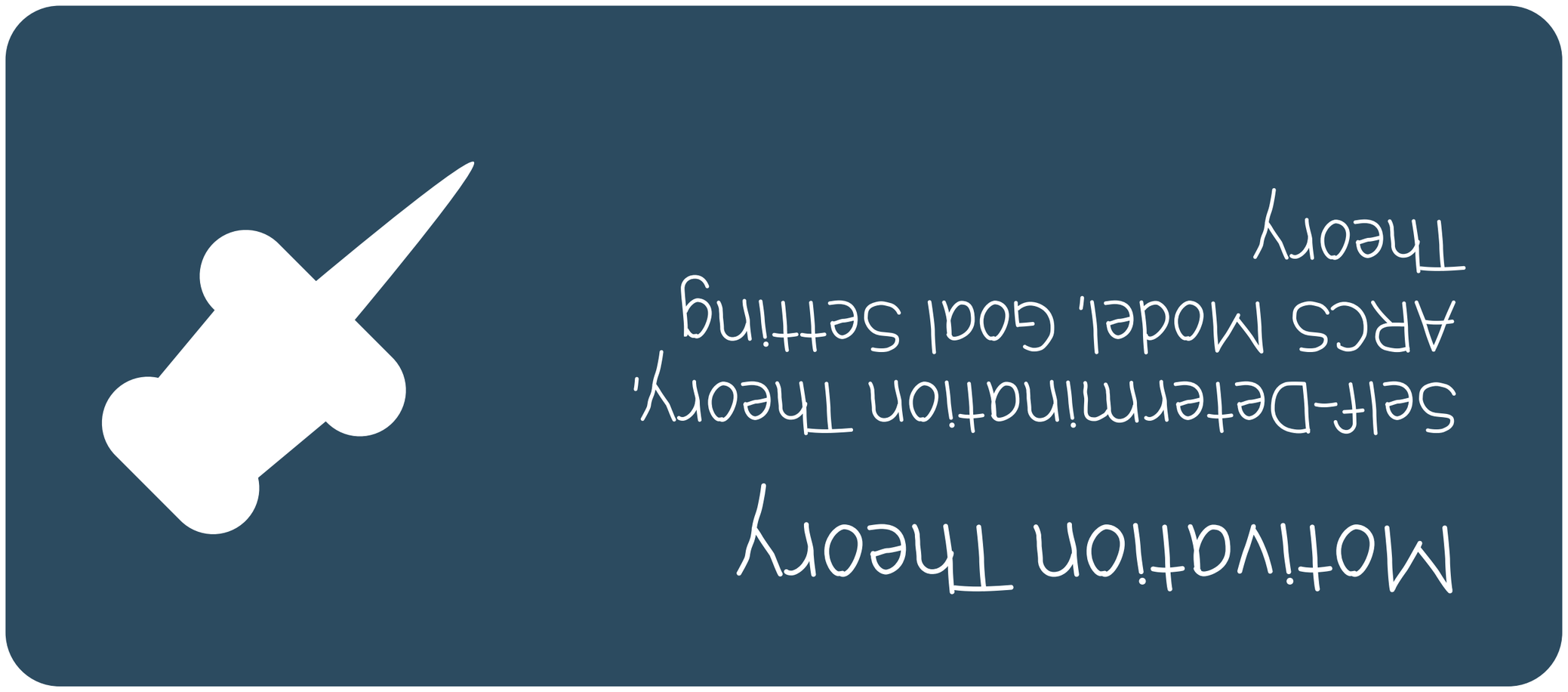
Demonstration Classrooms,
Peer Observation Sites



Requirement

Semester Timeline

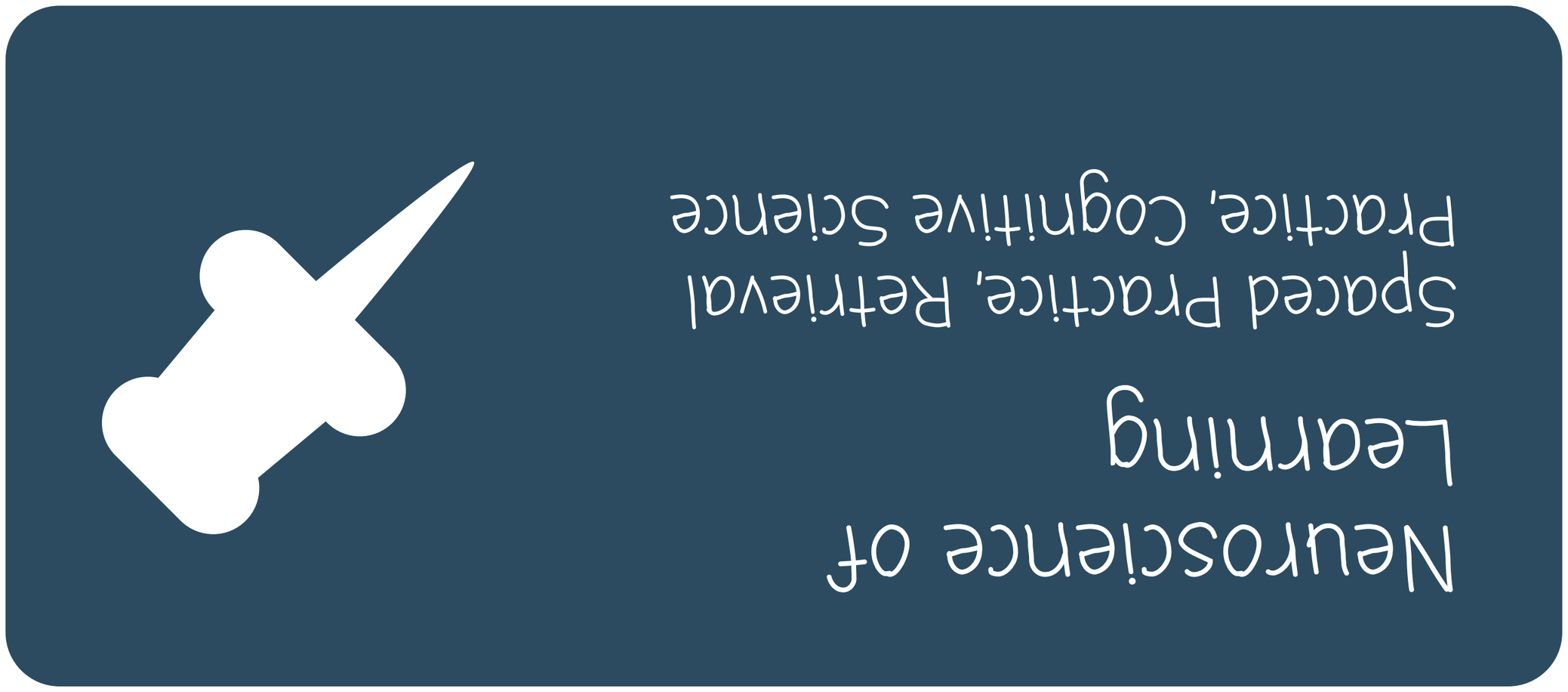
Implementation timeline must not exceed one semester.



Requirement

State Compliance

Solutions must meet state compliance documentation requirements.



Context

Early Childhood

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

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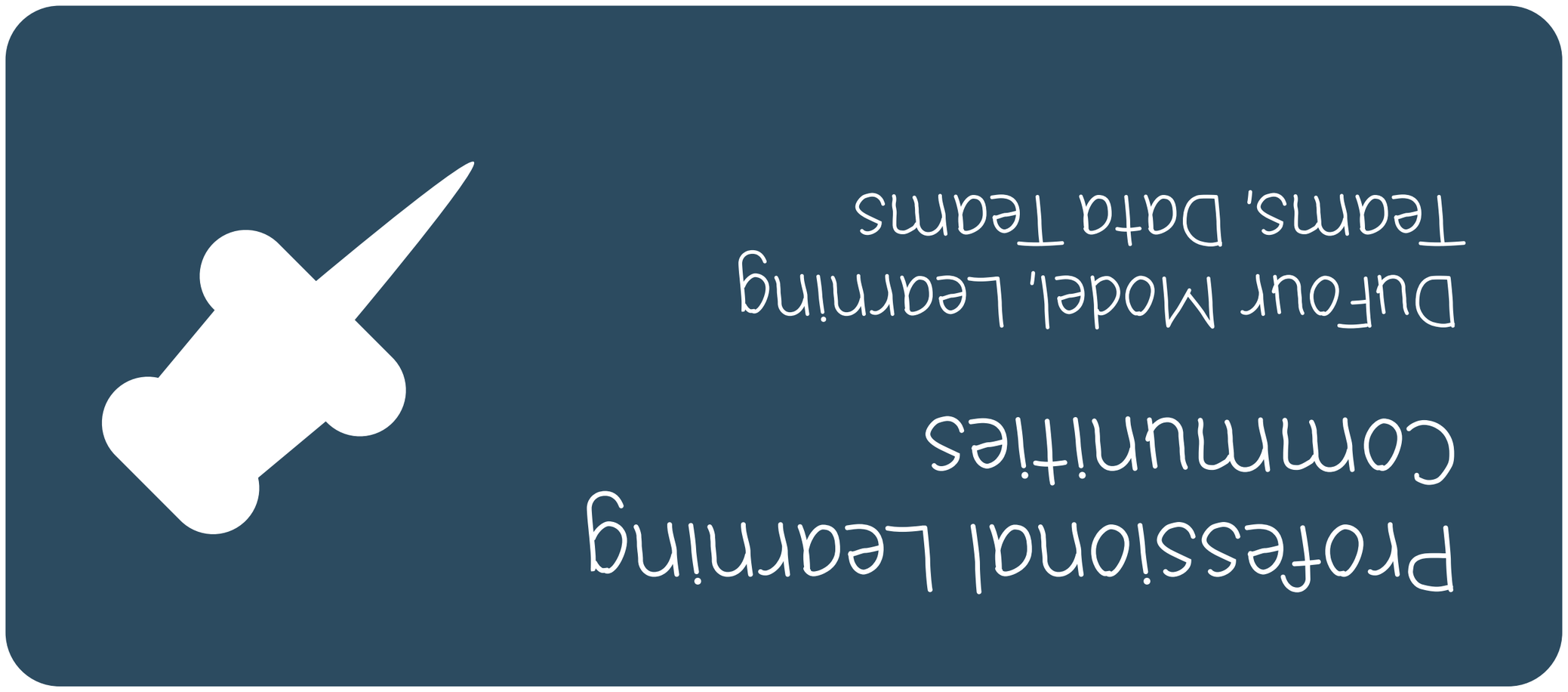

Problem

Grade Collaboration

Teachers report minimal effective collaboration between grade levels.

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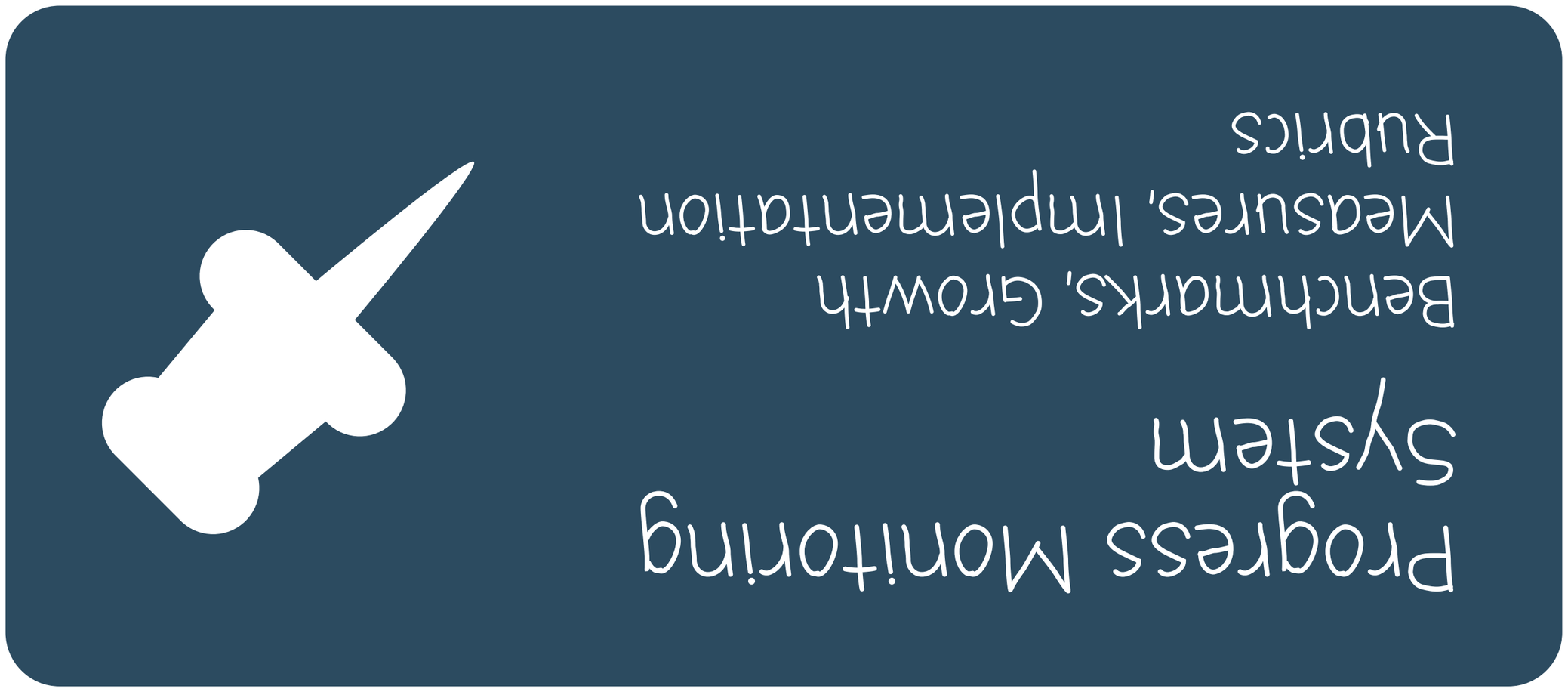
Program must align with teacher evaluation framework.

Requirement

Eval Framework

Professional Practice Standards

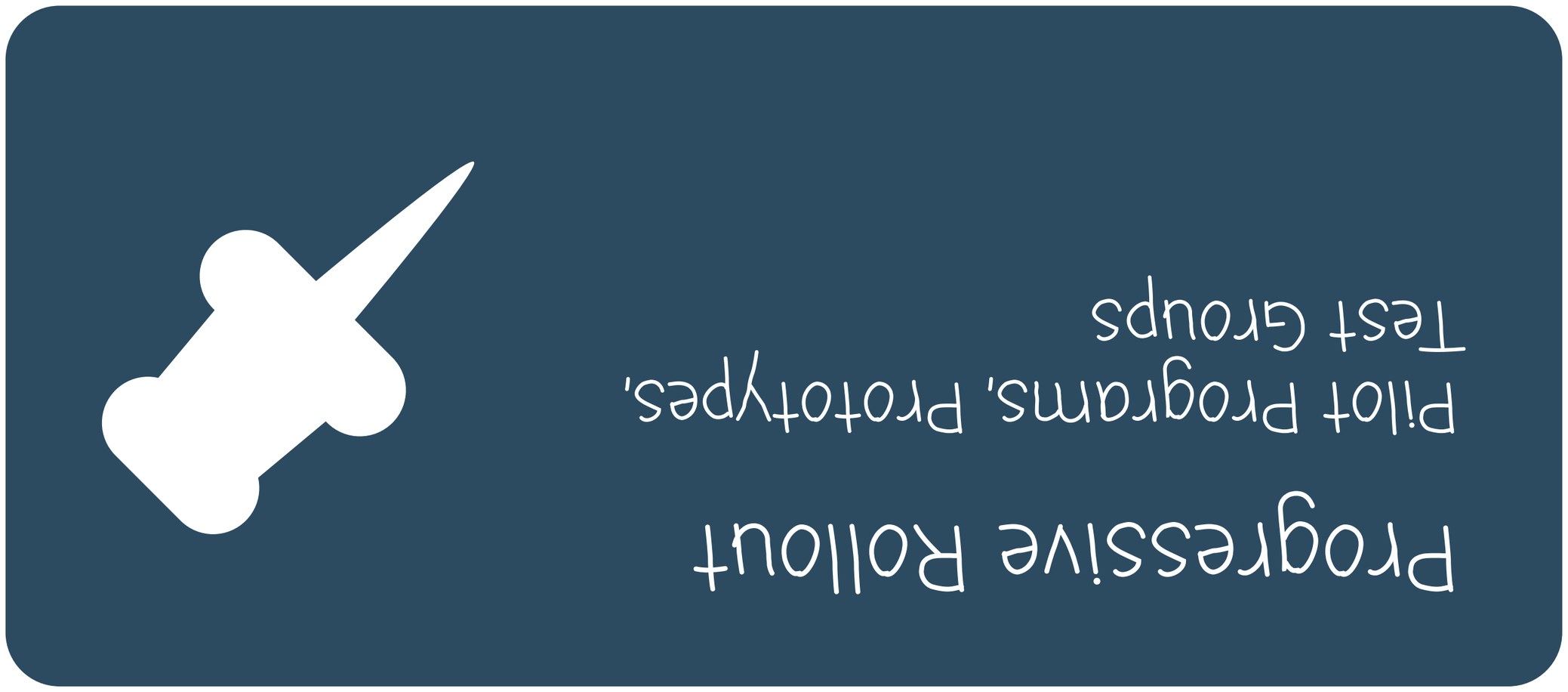
Danielson Framework, Marzano Model, InTASC Standards



Requirement

Budget Limits

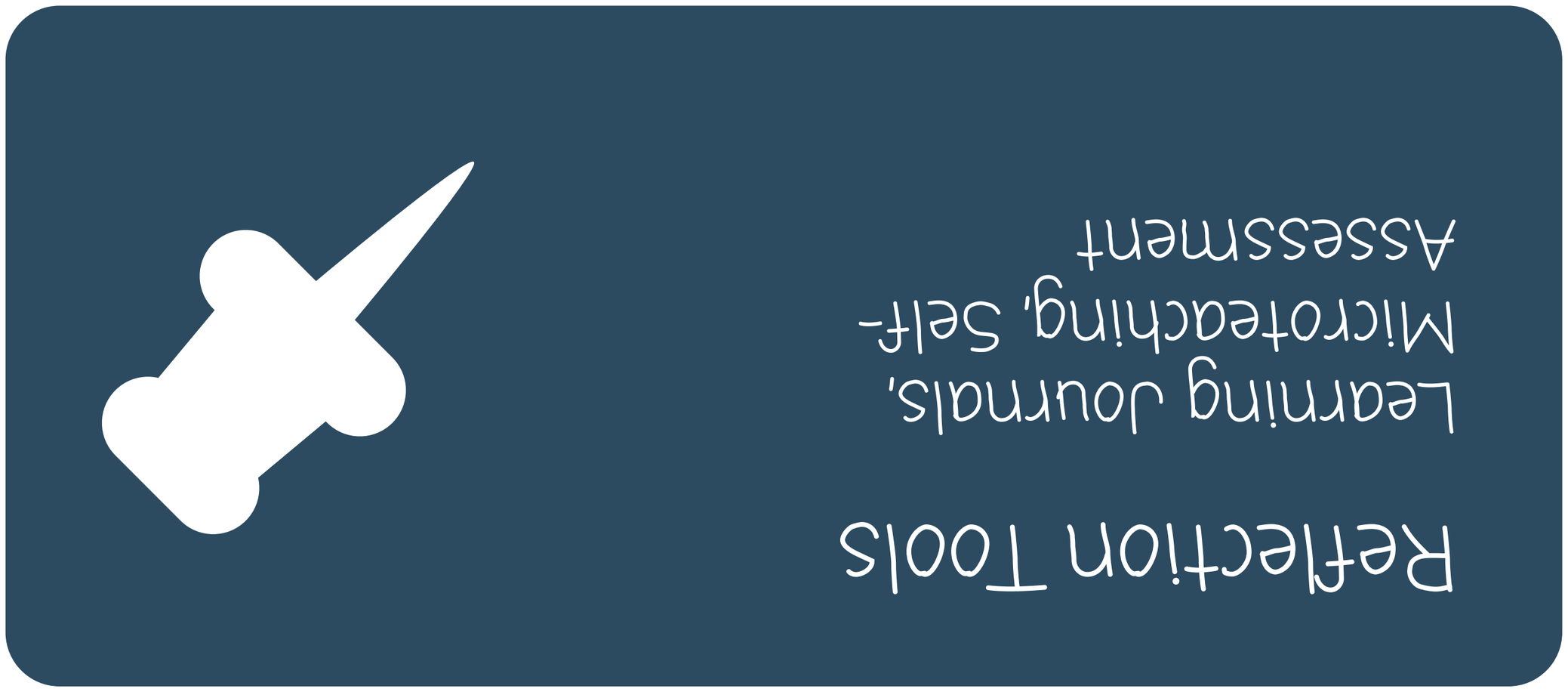
Implementation must stay within existing departmental budget.



Requirement

PLC Integration

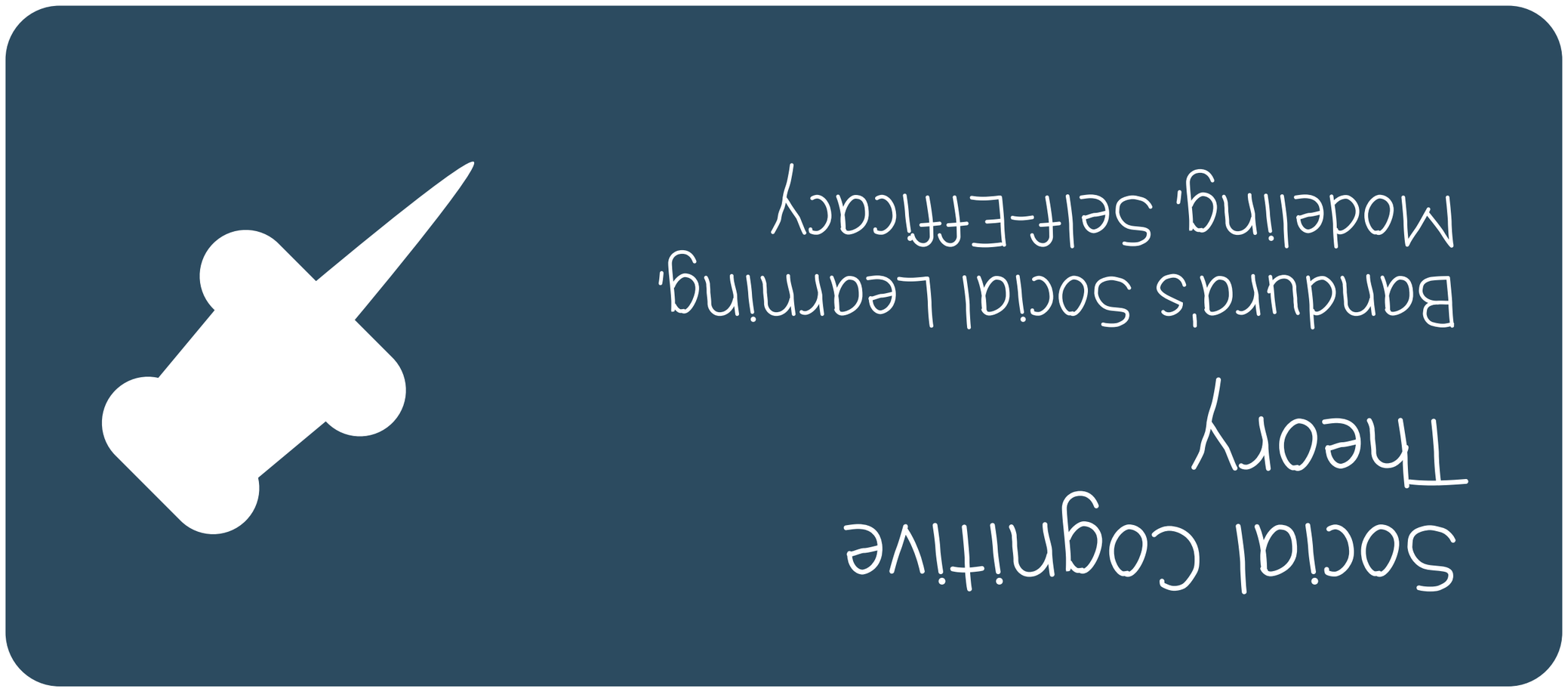
Solution must integrate with existing professional learning communities.



Requirement

Multi-Site

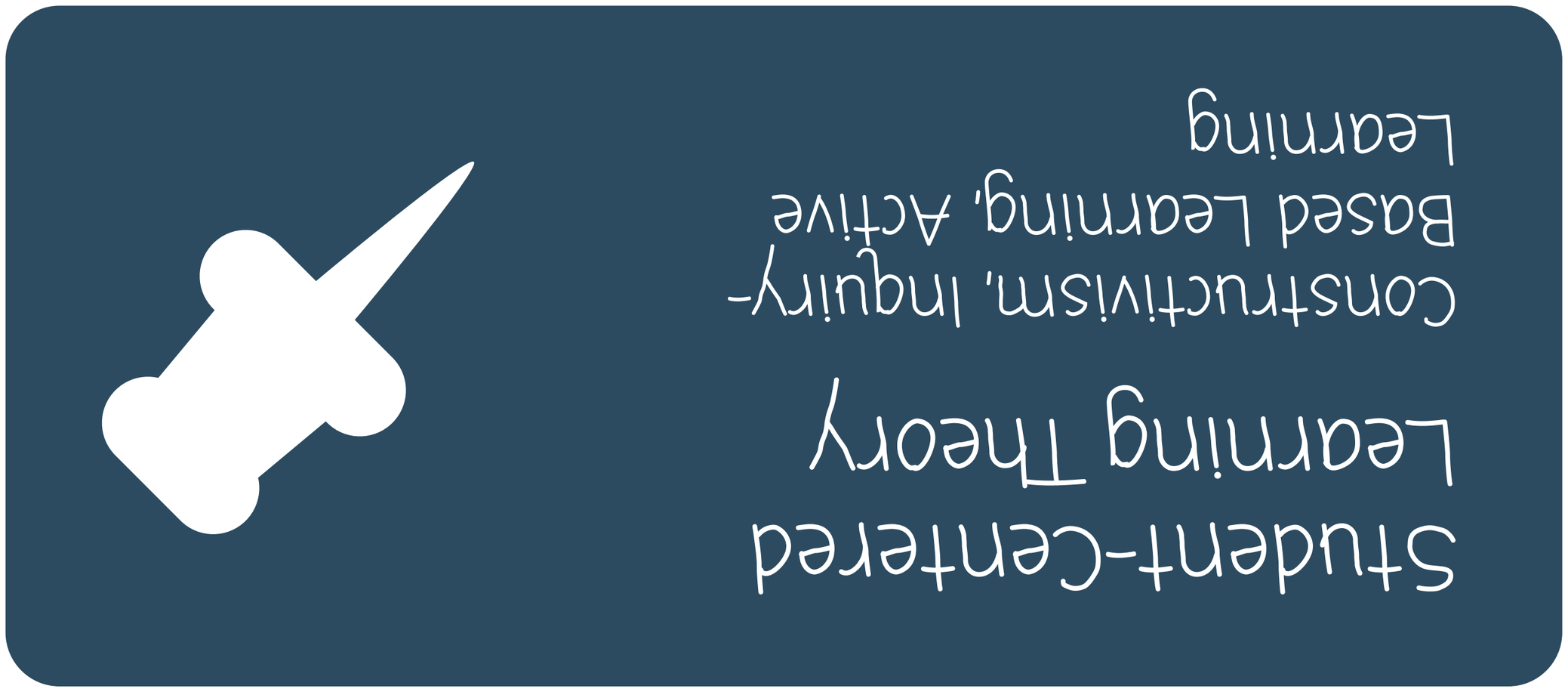
Implementation must work across multiple school sites simultaneously.



Context

Urban Title I

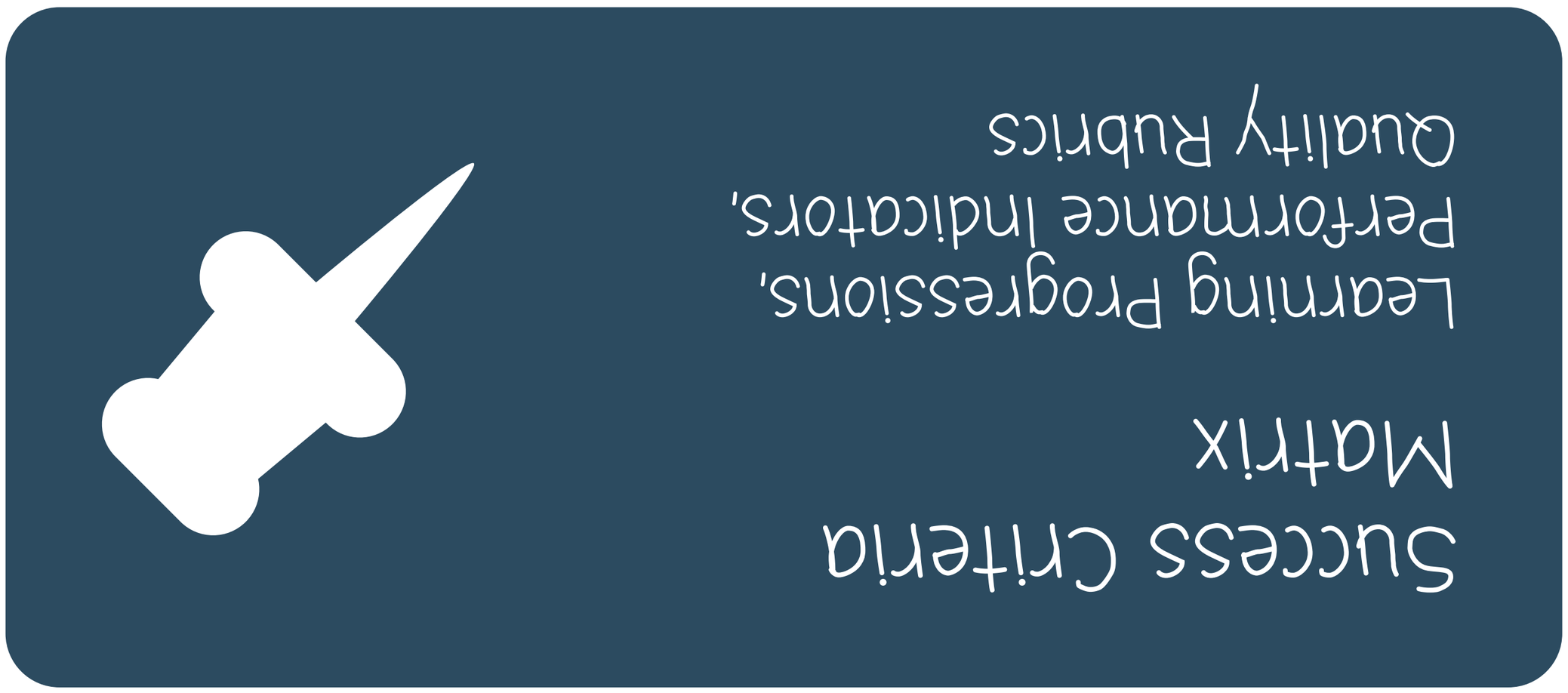
This is at an urban Title I elementary school with high student mobility and families facing economic challenges.



Problem

Student Engagement

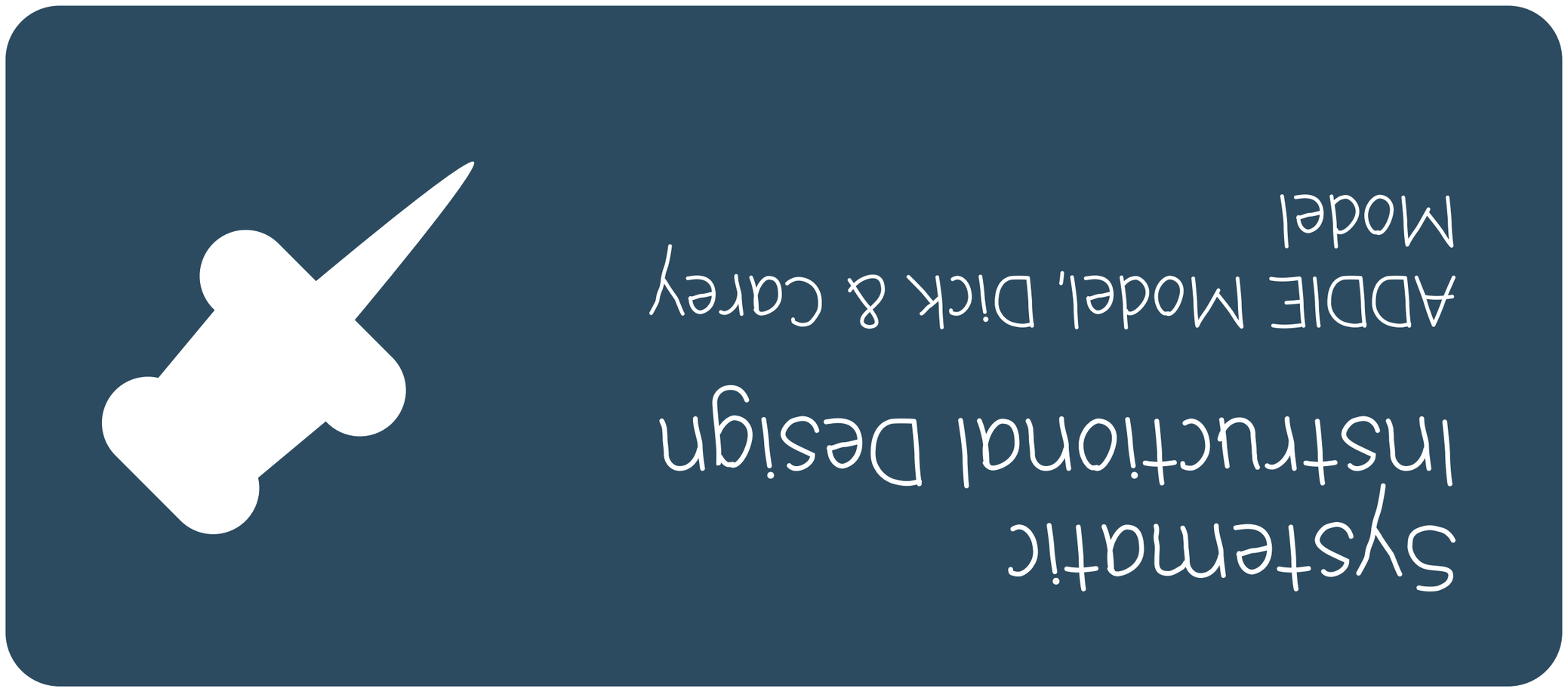
Classroom observations show predominantly passive student engagement.



Problem

Grading Practices

Teachers are implementing standards-based grading in conflicting ways.



Problem

Curriculum Gaps

Major gaps exist in curriculum alignment between grade levels.

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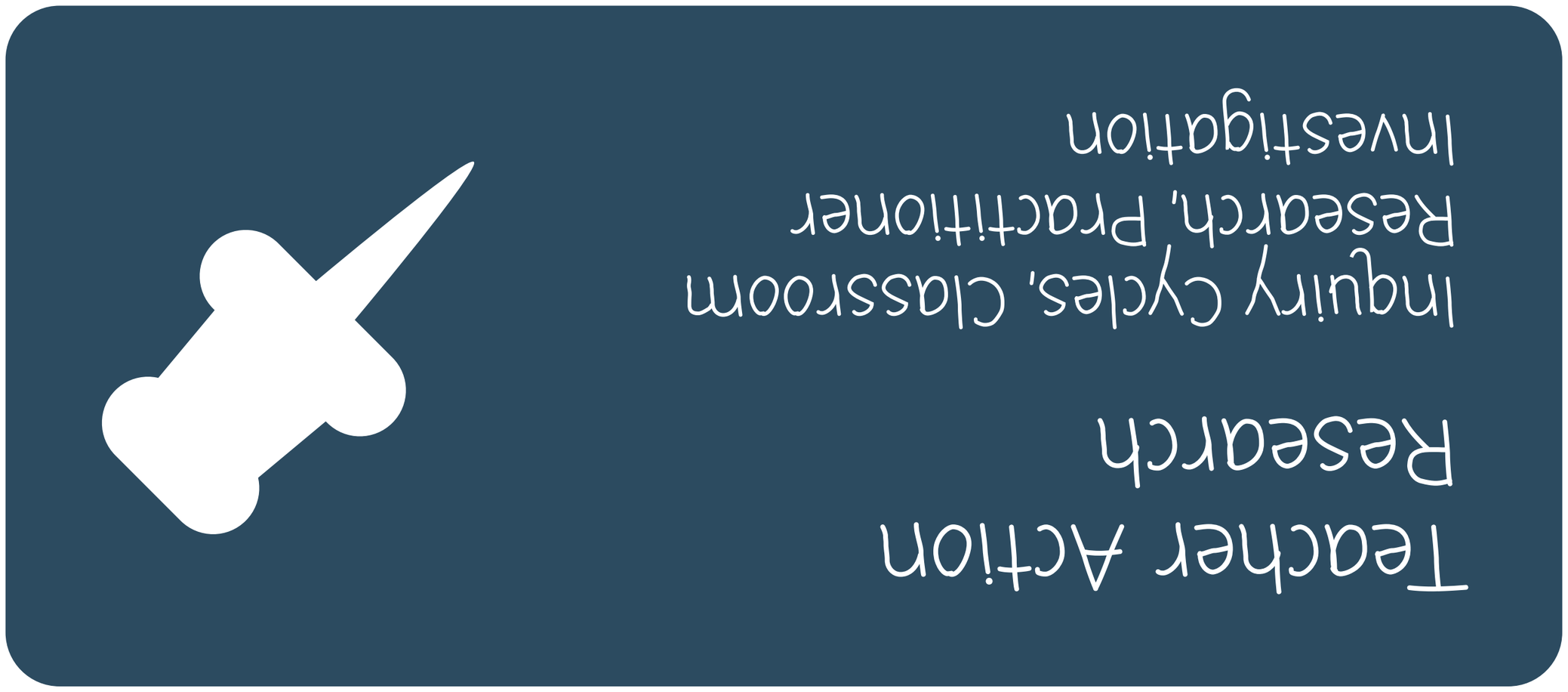

Requirement

Hybrid Format

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

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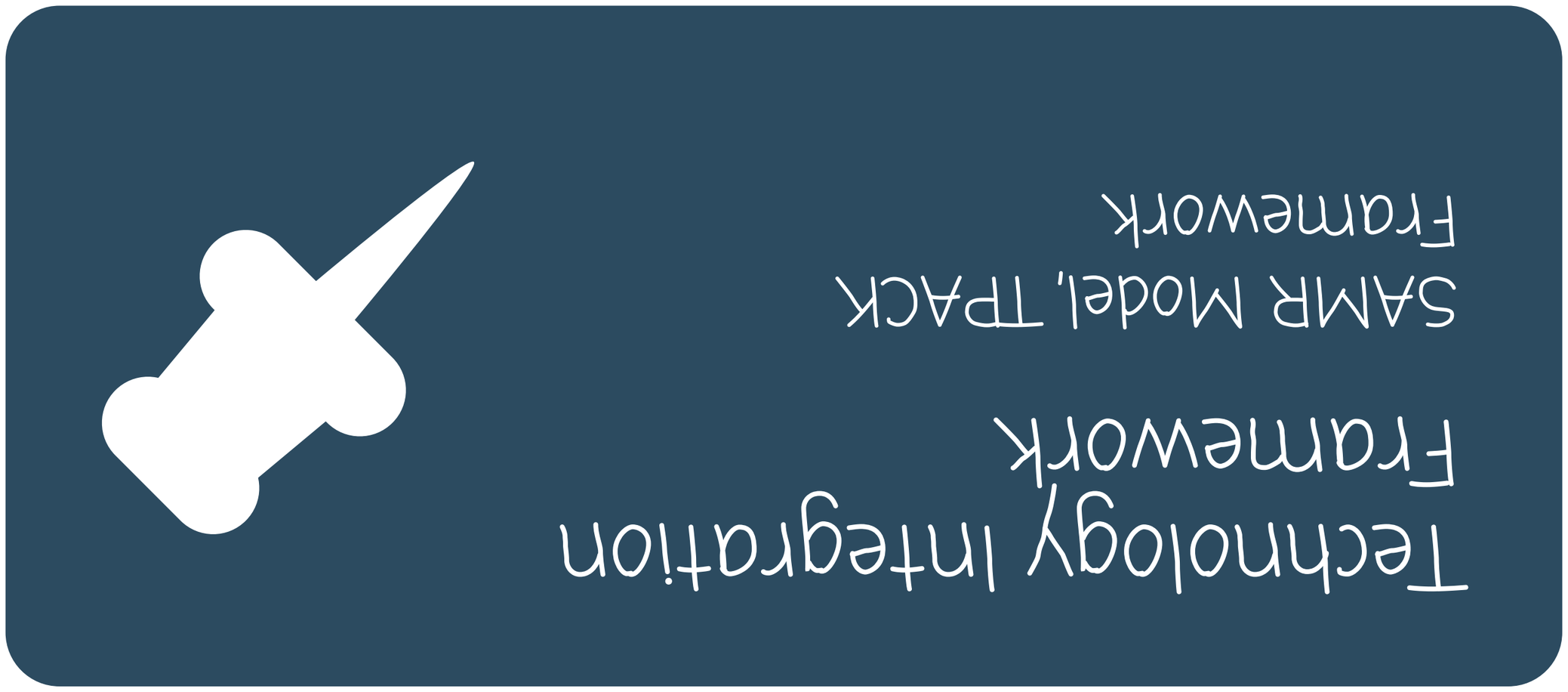
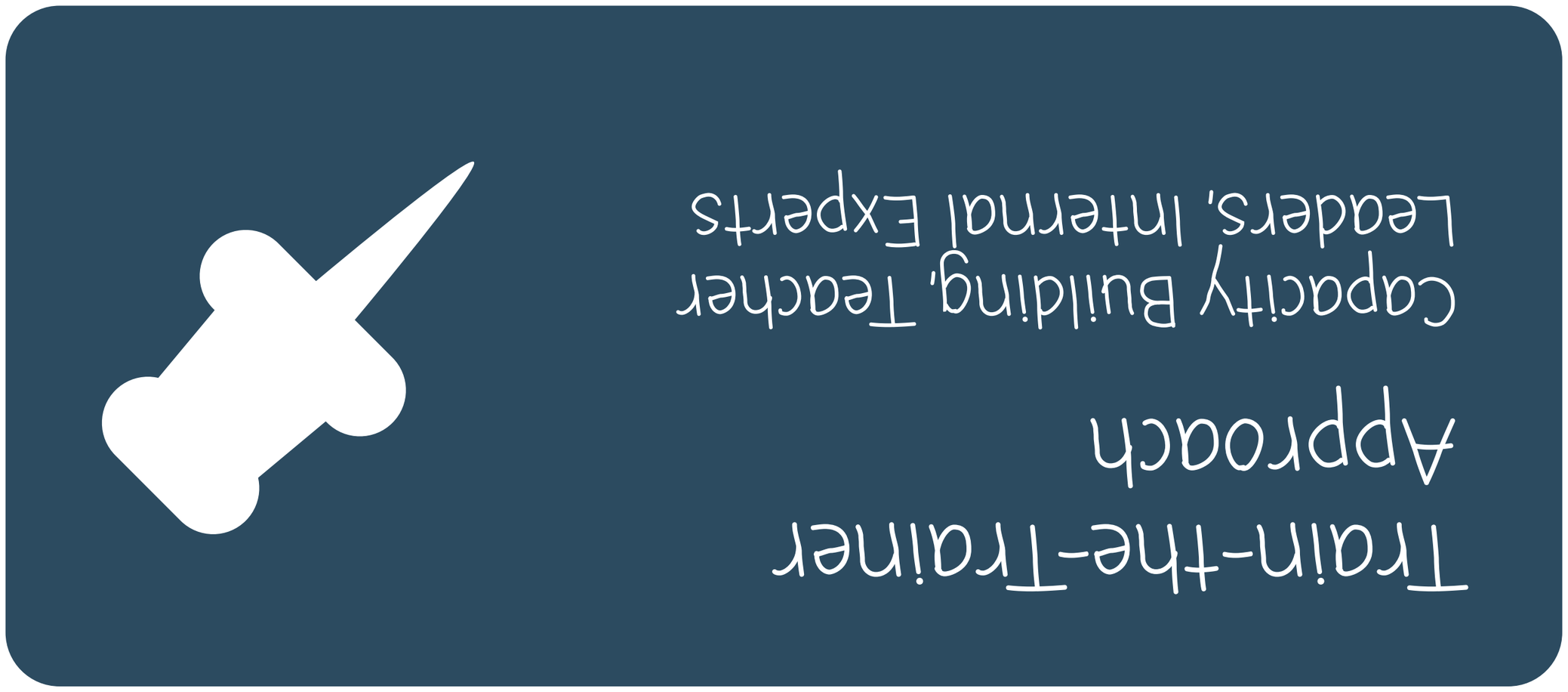


Problem

Digital Literacy

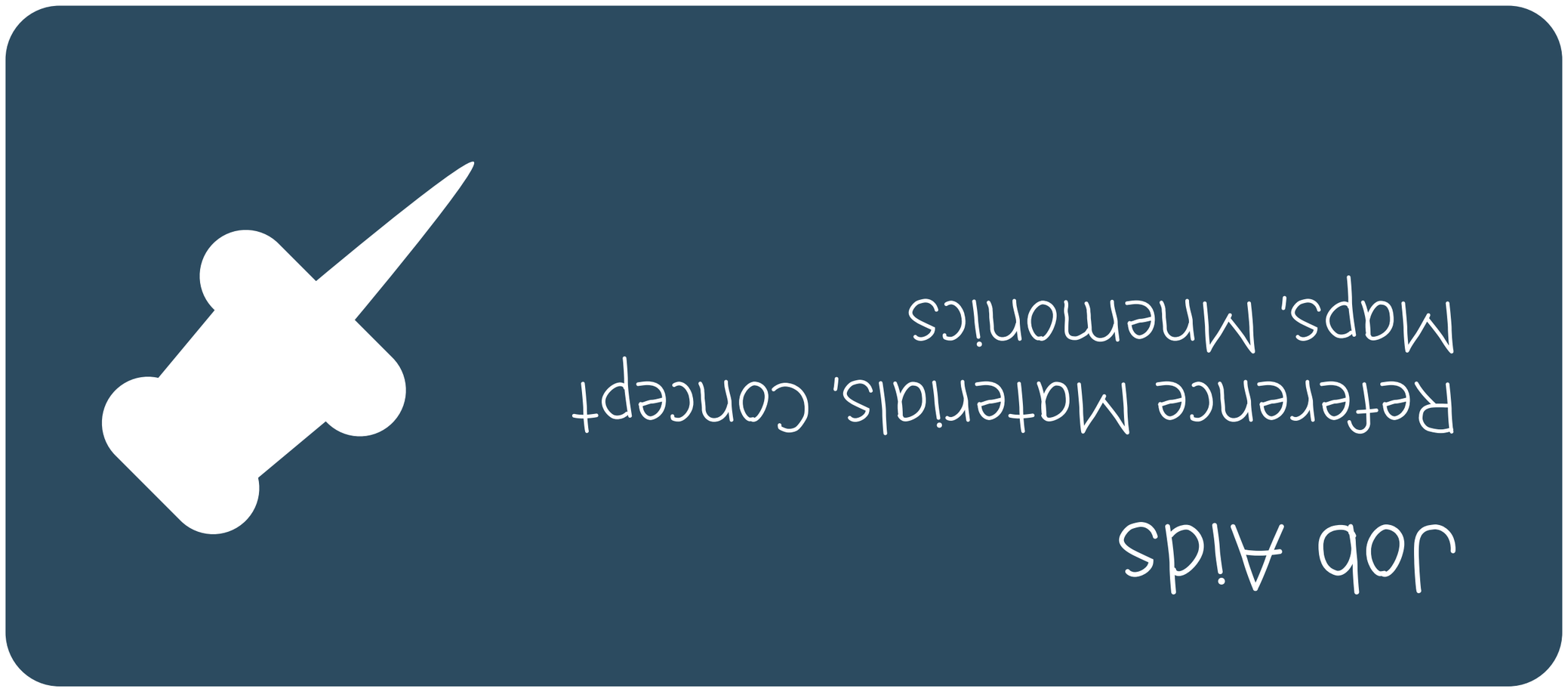
Students lack essential digital literacy skills across all grade levels.



Requirement

Internal Expertise

Training must be delivered using internal staff expertise.



Context

Alternative HS

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

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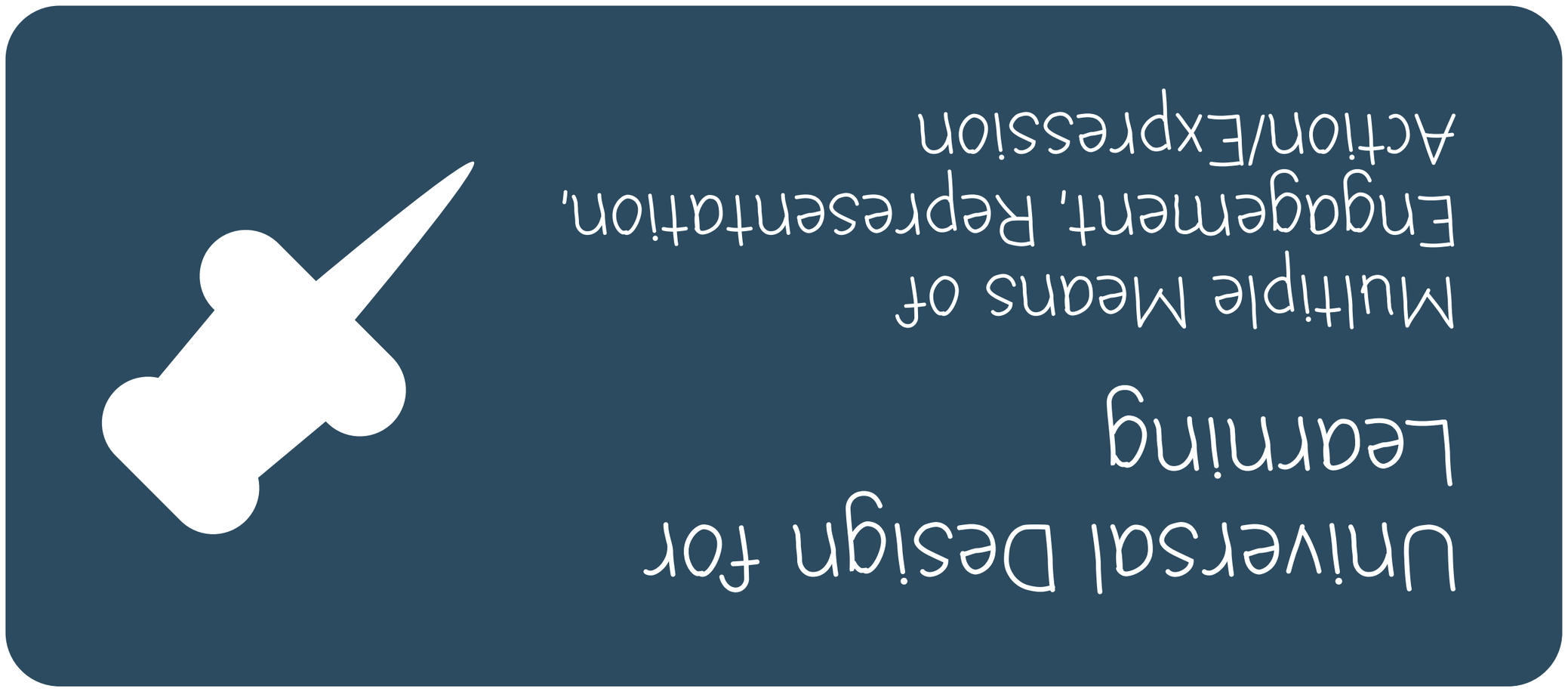

Problem

SPED Consistency

Special education accommodations vary significantly from classroom to classroom.

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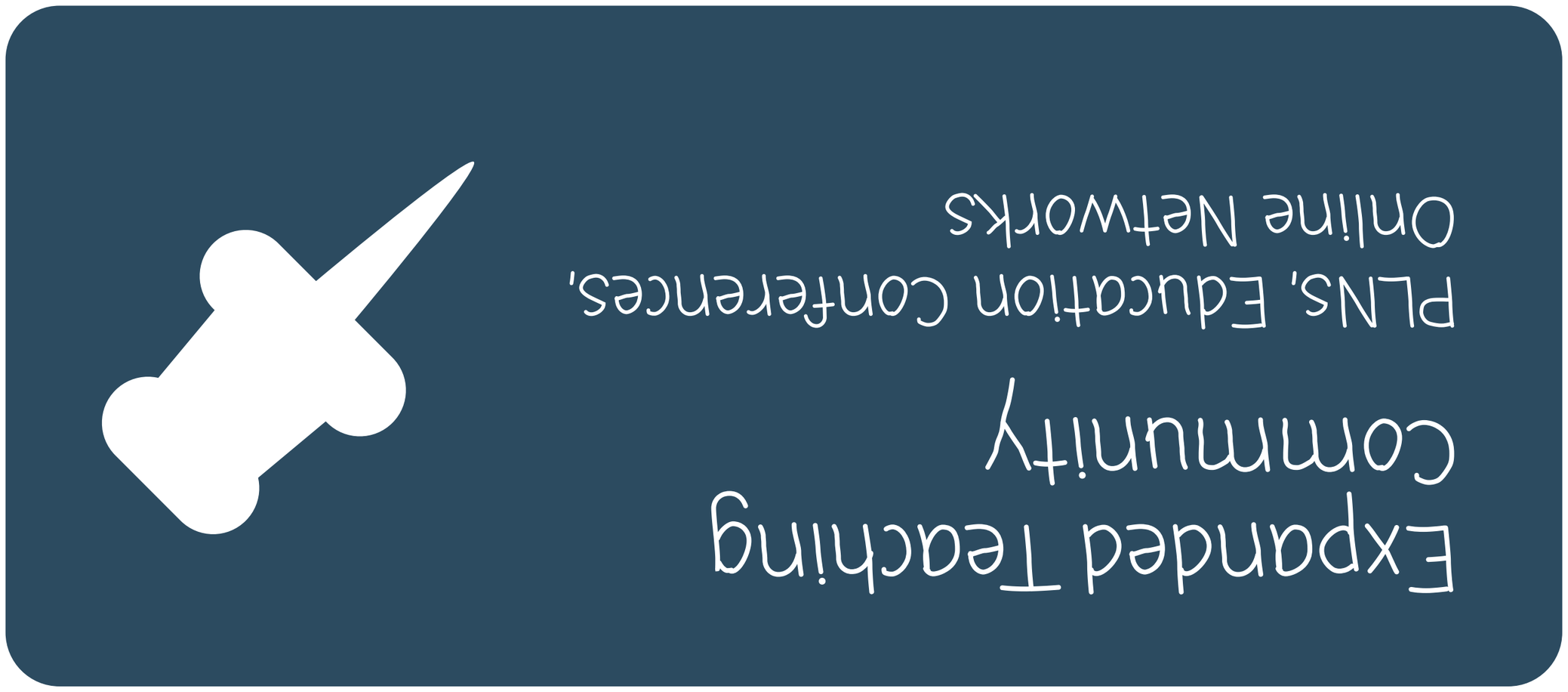

Problem

Teacher Retention

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

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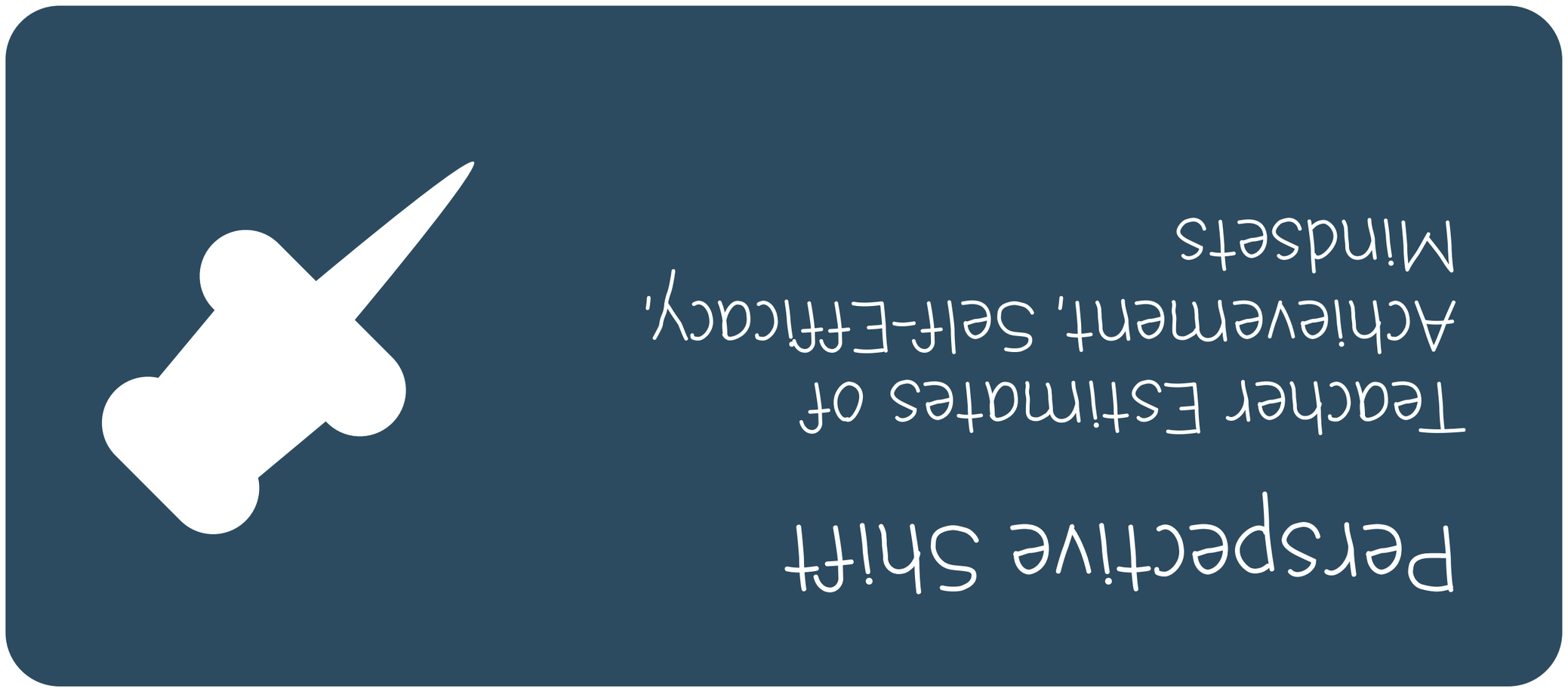
Professional Learning
Communities lack clear
structures and protocols.

Problem

PLC Structure

Critical
Pedagogy/Education

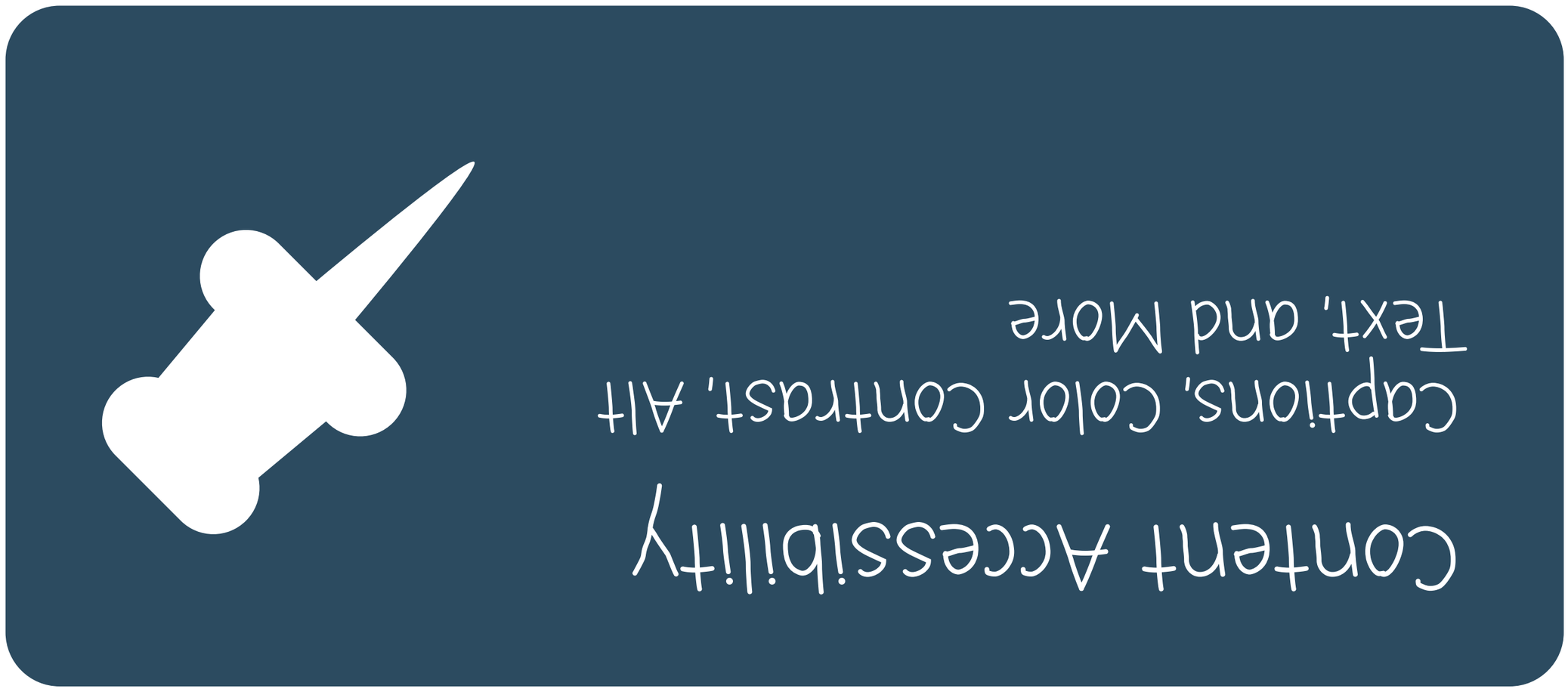
Examining Power Dynamics,
Dialogue, Questioning
Assumptions



Problem

PBL Assessment

Project-based learning lacks meaningful assessment strategies.



Problem

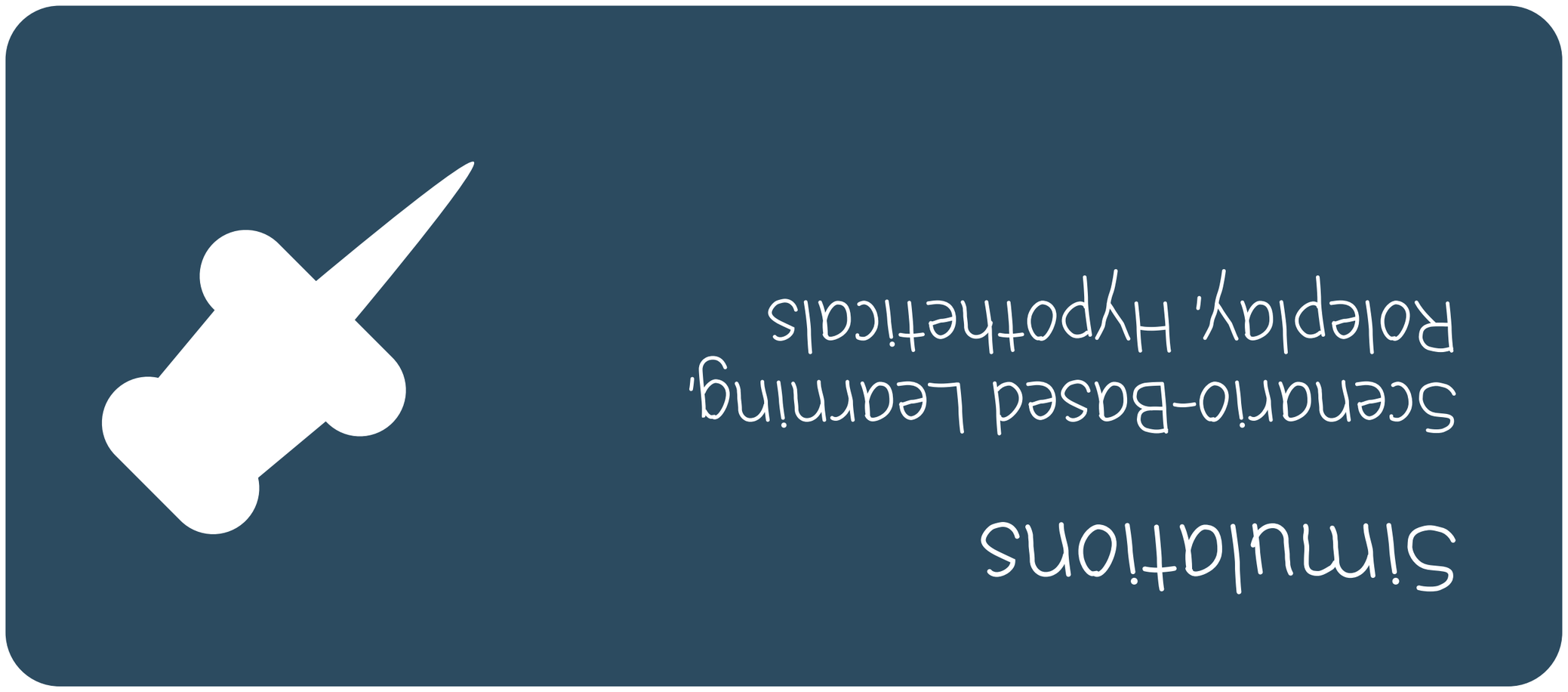
Teacher-Centered

Classroom observations indicate heavily teacher-centered instruction.

Context

Online Academy

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



Requirement

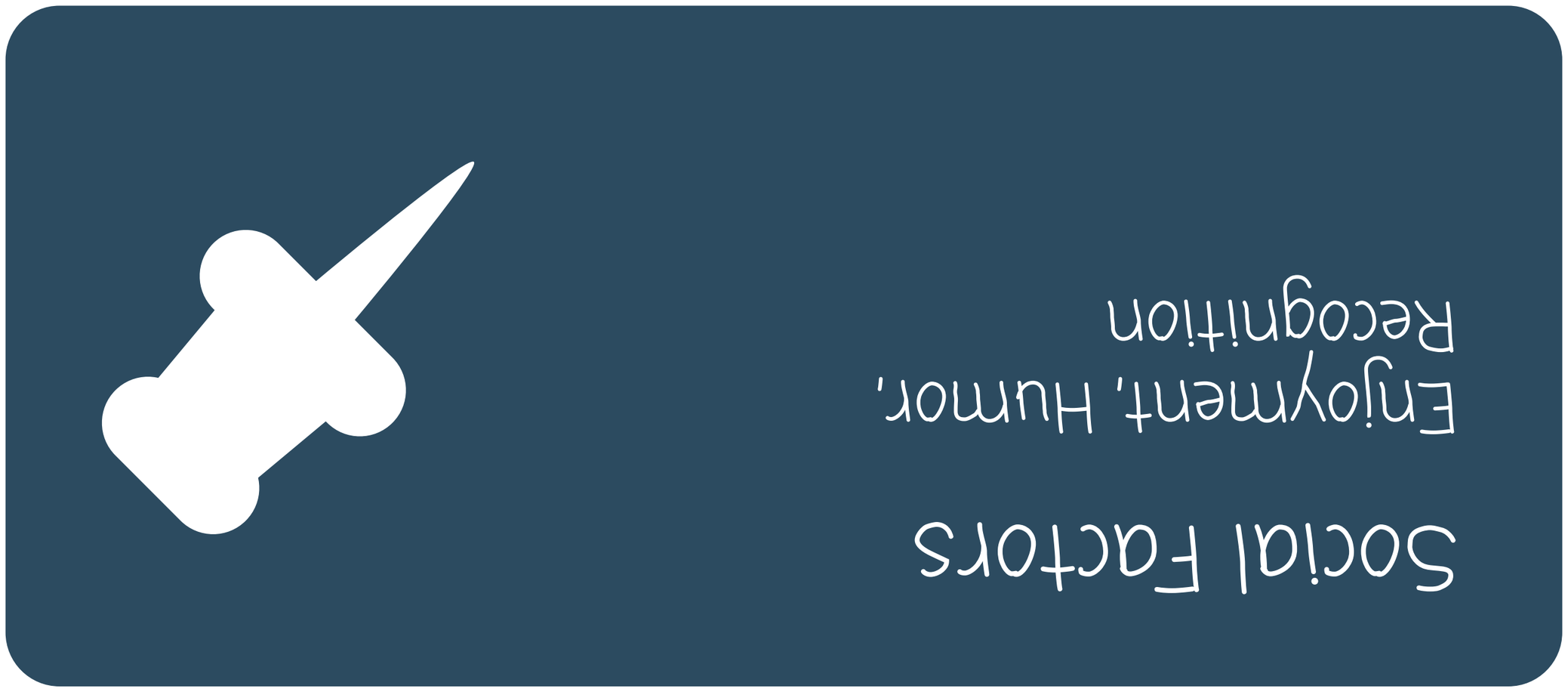
Release Days

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

Requirement

Data Collection

Regular data collection required to show measurable impact.



Requirement

Union Contract

Design must align with union contract provisions.