Professional Learning with the Center for Education Services is guided by the following nine design tenets:

**Active Engagement and Reflection**
Professional learning is experiential in nature; participants move, read, write, think, discuss, and reflect on experience to develop knowledge and skills.

**Practical Resources**
Participants receive tools and resources that can be immediately used in classroom, school, and district contexts.

**Research-Informed**
Professional learning is connected to a research-base that supports learning strategies, content, and targeted outcomes.

**Collaboration**
Participants engage in purposeful collaboration to share ideas, address problems of practice, build expertise and develop networks of support.

**Professionalism**
Facilitators are well prepared and well versed in implementation strategies; teachers are treated as professionals who bring valuable experience to the learning.

**Customized and Responsive to Context**
Professional learning is co-planned with school and district personnel to ensure contextual relevance and use of appropriate data.

**Alignment to the Big Picture**
Professional learning is deliberately connected to goals and curriculum; coherence with school/district goals and practices is prioritized.

**Growth-Focused Evaluation**
Professional learning includes opportunities for personal and team reflection while embedded evaluation contributes to continuous tailoring and improvement.

**Sustained Learning**
Support following professional learning is purposeful, ranging from virtual check-ins to job-embedded coaching, to support educator needs and capacity building.