

Creating Customized Don Johnston PD Modules

If you have the personnel to carry out your own trainings, we've got the materials! The section of the Don Johnston web site labeled "Resources" contains countless tools that were created to assist you in developing and implementing meaningful professional development units related to our assistive technology solutions in your own unique setting. Check out the sample agendas included in our **SHIFT** materials (in Design and Deliver Your Training) to help you structure a training session that meets your specific needs.

Before the Training

Your goal is to build awareness. Many times, the individuals expected to use a piece of technology were not involved in the adoption of that tool. It is typical to find that these participants lack understanding about what organizational initiative is being addressed, what types of students could benefit and how the tool can help them achieve students' IEP goals.

1. **Require invitees to watch the product's corresponding video demonstration located at www.donjohnston.com**
2. **Have invitees fill out a Classroom Implementation worksheet (located in our SHIFT materials, in Design and Deliver Your Training) with real students' names and IEP goals and bring it to the training session.**

During the Training

Ask participants, "What do you want your students to be able to do?" Collect their answers (answers could come from the Classroom Implementation worksheet you asked them to fill out prior to the training). Gear your training session around student outcomes, NOT technology features.

1. **Pass out Quick Cards (listed on our web site)**
2. **Use our Train in 30 Tutorials (listed on our web site) for your hands-on segment. The Train in 30's will keep you to teaching only 3 things (the three most important things), it is critical that you don't "over teach" a tool. Give participants the fundamentals but don't go too far, they'll let you know when they're ready for more!**

After the Training

Keeping the momentum going, celebrating successes and helping your initiative "catch-on" may be the most critical pieces of pushing out PD. Successful implementation plans include feedback loops and on-going support. Your goal is to move away from that old "expert model" and help each building become self-sustaining. Here are some ideas to achieve this:

1. **Schedule regular check-ins (20 minutes is fine), have each participant share a success each time. Regularly sharing will keep folks positive and focused on results, as well as spark others to use winning strategies—you'll also be able to tell who's struggling.**
2. **Require participants to be accountable for using the tool with at least one student—provide an easy way to track results. The S³ (Student Success Stories) Form located in our SHIFT materials (in Keep the Momentum Going) or on the Don Johnston website under Resources is a great tool for this purpose.**
3. **Award Certificates, distribute Caught Using AT Stickers, send a letter to their principal, etc. (These resources are also found on our web site within the SHIFT Incentives Category). Intrinsic motivation and peer recognition works wonders!**
4. **Go with the goers! Identify those who are super-successful and make them part of your team—ask them to be site leaders and/or trainers in their setting!**