



DISTRICT SELF-ASSESSMENT GUIDE

Modernizing Professional Learning in Your District



A practical checklist for superintendents, professional learning and curricular leaders, HR and talent development teams, and school administrators to evaluate and strengthen how professional learning works across their district.

Why This Matters

District leaders are being asked to deliver professional learning (PL) that is engaging, scalable and demonstrates measurable impact while supporting increasingly diverse educator needs. That's a tall order, and most districts are strong in one or two of these areas but underdeveloped in others.

This guide breaks district PL into three pillars: Scale, Personalization and Measurable Impact, so you can quickly see where your district is strong, where the gaps are and what to prioritize next.

How to use it: Work through each checklist honestly with your team. Each "yes" is one point. Tally your score at the end for a quick read on where to focus first.

PILLAR 1

Is Your Professional Learning Scalable?

Educators can access relevant Professional Learning outside of a fixed schedule or location.

Professional Learning content differentiates by role (new teacher, veteran teacher, instructional coach, administrator).

Your Professional Learning team can support more educators or schools without a proportional increase in headcount.

Content and resources are reusable and adaptable across schools, not rebuilt from scratch each time.

There is a consistent system (not just individual champions) driving Professional Learning delivery districtwide.

PILLAR 2**Is Your Professional Learning Supporting Student Outcomes?**

Educators have some degree of choice or pathway options in what they learn.

You use data (evaluations, self-assessments, student outcomes) to recommend or tailor Professional Learning.

Required/compliance training is clearly distinguished from optional growth opportunities.

There's a feedback loop where educators help shape future Professional Learning offerings.

Differentiated Professional Learning is provided to address different levels of experience and expertise.

PILLAR 3**Can You Measure and Prove Impact?**

You track application and impact of Professional Learning, not just completion or seat time.

You can connect Professional Learning participation to at least one downstream outcome (retention, engagement, student results).

You can report Professional Learning impact to your board or superintendent in a clear, compelling way.

Compliance tracking is cleanly separated from growth/development tracking.

You review Professional Learning outcomes on a regular cadence, not just at renewal or budget time.

Score Yourself

Count your checked boxes out of 15 total.

Score	What It Means
12–15	Leading. Your district has a mature, scalable professional learning model. Focus on refining measurement and sharing your approach with peer districts.
7–11	Building momentum. You have solid foundations in one or two pillars. Identify your lowest-scoring pillar and make it the next 6–12 months' focus.
0–6	Early stage. Professional Learning is likely still compliance-driven and hard to scale. Start with one pillar — most districts see the fastest wins by tackling measurement first, since it clarifies what to fix elsewhere.

Next Steps

Circle your lowest-scoring pillar above: that's your starting point.

Share this checklist with your professional learning team or cabinet and compare notes on where you scored differently.

Revisit this assessment in 6 months to track progress.

Want to go deeper?

Explore how D2L helps districts scale and personalize professional learning

Book a meeting with Robyn Hammontree to discuss practical next steps for professional learning in your district.

[Book your meeting](#)



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