

**Figure 3.12** Changes in Teacher Capacity and Classroom Practice Based on Type of Professional Learning

Professional Support Components		Professional Support Outcomes		
		Total Knowledge Acquisition	Total Skill Acquisition	Total Classroom Implementation
Level 1	Presentation	10%	5%	0%
Level 2	Plus Demonstration	30%	20%	0%
Level 3	Plus Practice	60%	60%	5%
Level 4	Plus Feedback	95%	95%	95%

Source: Adapted from *Student Achievement Through Staff Development* by B. Joyce and B. Showers (2002).