

Holden R-III Schools Professional Development Plan 2021-2022

I. Mission Statement

The mission for the Holden R-III School District is for all students, upon graduation, to have marketable skills or the basis to be eligible for post-secondary educational opportunities.

II. Rationale

It is critical that teachers keep abreast of new developments in the field of education and continuously work on refining their skills. Effective professional development programs are on-going and structured to give teachers an opportunity to learn instructional practices that relate to student achievement. Teachers need the opportunity to implement and evaluate new instructional strategies in order to grow professionally. The Missouri School Improvement Program requires districts to identify a set of instructional strategies that meet the assessed needs of its students. The MSIP standard for professional development states that districts provide professional development that is intensive, on-going that addresses curriculum and the instructional practices related to student achievement issues identified in the Comprehensive School Improvement (Strategic) Plan.

III. Description of Planning Process

District administrators review professional development survey results, analyze teacher observation data, review teacher documentation and received input from building leadership teams to determine the professional development goals each year. The plan is reviewed by the district PD committee.

IV. Major Areas of Focus

- Technology/Distance Learning
- Professional Learning Communities
- District Continuous Improvement (DCI) Focus Areas
- Team Collaboration on Curriculum Development
- Behavior Intervention Support Team

V. Evaluation of the Professional Development Plan

The district will review progress toward meeting the professional development objectives. Staff surveys are conducted after in-services to determine if the desired results were achieved. Staff survey responses are used to determine potential follow-up training or required additional support. Building leadership teams review survey results and will provide input on required staff support.

VI. Building Improvement Plans

Building administrators work with their leadership teams to develop major objectives for the year including research-based strategies to support the objectives. Action steps to achieve the objectives are outlined. Plans of how the objectives will be monitored are included. Building Improvement Plans must align to the district's Comprehensive School Improvement (Strategic) Plan. Building leadership teams are involved in planning some of the professional development based on survey results and building SMART goals.

VII. Professional Development Objectives

1. The district will provide training to staff members in the area of technology to enhance student learning.
2. The district will review the basic principles of Professional Learning Communities.
3. The district will provide training on the District Continuous Improvement (DCI) focus areas based on results of the Collaborative Work Implementation Survey (CWIS) and the Self-Assessment Practice Profile (SAPP) data. This may include training on collaborative teams, school-based implementation coaching, effective teaching/learning practices, common formative assessments, and data-based decision making.
4. The district will provide opportunities for grade level and vertical team collaboration for curriculum development.
5. The district will provide training and monthly support for Behavior Intervention Support Teams (BIST).

Objective #1- The district will provide training to staff members in the area of technology to enhance student learning.

Strategy:

1. All certified staff will become proficient at operating the district's technology

Action Steps:

1. Staff will be trained in small groups and by buildings
 - a. Technology PD will be included on in-service days, throughout the school year during PLC meeting times, during the school day, and before/after school
 - b. Technology trainings are conducted with new staff during the Summer Institute

Strategy:

2. Incorporate technology to enhance classroom instruction

Action Steps:

1. Students in grades K-1 will have access to iPads and/or Chromebooks and students in grades 2-12 will be assigned Chromebooks
2. Offer a variety of workshops and online training to teach staff how technology can be used to enhance their daily lessons
 - a. Technology Coordinator meets with grade level/subject area teams
 - b. Technology Lead Teachers in each building will coordinate with the Technology Coordinator to develop a list of trainings offered monthly based on staff needs
 - c. Technology trainings are conducted with new staff during the Summer Institute

Objective #2- The district will review the basic principles of Professional Learning Communities

Strategy:

1. Building Leadership Teams will review the basic principles of a PLC

Action Steps:

1. Leadership teams will provide training during in-service days and building faculty meetings on PLCs
2. Leadership teams will review agendas and minutes from PLC team meetings in the building
3. New staff will participate in a book study of Learning by Doing and A Repair Kit for Grading led by their building principals
4. Continue support for teachers on standards-based grading
 - a. District grading guidelines are included in the building faculty handbooks
 - b. Grading questions are addressed during faculty meetings, team meetings and with individual teachers
 - c. Provide assistance in designing and leveling assessments for Standards-Based Grading
 - d. Provide assistance correlating assessments to scoring guides

Strategy:

2. Response to Intervention (RtI) systems will be reviewed and revised as needed

Action Steps:

1. Data will be analyzed to determine the effect of building RtI systems
 - a. Common assessment data, iReady data, MoLEAP data, Pathways, and ACT data are some of the assessment data used as outlined in the District Assessment Plan
2. Changes to the RtI process and the student support provided will be determined based on student data
 - a. iReady will be used in grades K-8 in math and ELA. Common assessments will be utilized in grades 9-12
 - b. SOAR referrals, iReady, common assessments, MAP/EOC, are assessments used to determine changes in the RtI process
3. Accountability systems will be established to maintain the fidelity of the RtI processes
 - a. Classroom observations, SOAR referrals, assessment data, and fidelity checklists will be used to determine the fidelity of the RtI system in each building
4. Dyslexia training will be offered to district staff members
 - a. Students will be screened in grades K-3 utilizing iReady. Students who are flagged for characteristics of dyslexia will be assessed utilizing the Wilson Assessment for Decoding and Encoding (WADE)
 - b. Students in K-3 showing characteristics of dyslexia will be provided interventions

Objective #3- The district will provide training on research-based strategies and District Continuous Improvement (DCI) focus areas

Strategy:

1. Training on various instructional strategies will be provided

Action Steps:

1. Network for Educator Effectiveness (NEE) data will be analyzed to determine areas of need
2. CWIS and SAPP data will be utilized to determine appropriate DCI training for staff members
3. Pathways Training will continue to be provided for new elementary teachers
4. Training on math strategies will be provided for high school teachers
5. Literacy instructional strategies will be reviewed for middle and high school teachers
6. Out-of-District Professional Development opportunities will be offered to individual district staff members by request and approval through the PDC

Objective #4- The district will provide opportunities for grade level and vertical team collaboration for curriculum development

Strategy:

1. Leadership Teams will work with the administration to develop a plan for grade-level and vertical team collaboration times
2. The district Curriculum Coordinator will provide support to the administration and teachers in the development of comprehensive curricular units

Objective #5- The district will provide training and monthly support for Behavior Intervention Support Teams (BIST)

Strategy:

1. Elementary, Middle School, and selected high school staff (Kindergarten through 9th grade) will continue to be trained in using the BIST system

Action Steps:

1. All new staff will have received the training prior to, or within, the contracted year
2. Staff members will be offered extended training
3. Provide on-going follow-up BIST training in district throughout the school year
 - a. BIST consultants visit the district monthly throughout the school year
 - b. Consultants meet with teams of teachers as well as individual teachers
 - c. BIST consultants are available by phone throughout the school year

VIII. Building Leadership Team Members:

Elementary Leadership Team:

Paige Farmer- Kindergarten
Shelli Tilden- First Grade
Tami Thieman- Second Grade
Cindy Gassen- Third Grade
Jessica Kendrick- Fourth Grade
Kathy Kilgore- Fifth Grade
Megan Ringen- Title
Brittany Morgan- Specials
Niki Wooster- Spec. Education
Morgyn Riviere- Asst. Principal
Sarah Burks- Principal

Middle School Leadership Team:

Dustin Orton- Sixth Grade & Social Studies
Tobi Chambers- Seventh Grade & ELA
Angie Smith- Eighth Grade & Soc. Studies
Amy Fennewald- RtI & Math
Hannah Andrews- Exploratory
Eimile Lewis- Exploratory
Teresa Littrell- Spec. Education
Dan Conner- Counselor
Kerri Hanneken- Counselor
Chris Lake- Principal

High School Leadership Team:

Shawna Gard- ELA
Megan Gipfert- ELA
John Jones- Math
Ben Kiger- Math
Miranda Langston- Math
Emily Brockhaus- Science
Nicole Walker- Science
Charlie Castle- Social Studies
Michelle Landrum- Elective
Mark Weddle - Elective
Dana Scott- Special Education
Ryan Beenken- Guidance
Spencer Gudde- Activities Dir.
Grant Guevel- Asst. Principal
Joe Parkhurst- Principal

Professional Development Committee Members:

Emily Ringen- Elementary
Trina Davidson- Elementary
Carrie Christy- Elementary
Amy Fennewald- Middle School
Dustin Orton- Middle School
Angie Smith- Middle School
Jennifer Edgar- High School
Stephanie Stewart- High School
Tonya Mallinson- High School

Professional Development Calendar- The following is an outline of the professional development activities for staff during the 2021-2022 school year.

Date	Professional Development Plans
Aug. 10, 11, 12	New Teacher Summer Institute (Technology, PLC, Cooperative Learning)
Mon., Aug. 16 (New Staff Only)	8:00 a.m. – Arrive in District 8:30 a.m. - New Staff/Administration Team Breakfast (MS Library) 8:45 a.m. – Holden Foundation Introduction (MS Library) 9:00 a.m. – Benefits Meeting (MS Library) 12:00 p.m. - Luncheon with first year mentors/partners (MS Library) 1:00 p.m. - 3:30 p.m. - Work in Classrooms
Tue., Aug. 17 (New Staff Only)	8:00 a.m. – New teachers SIS360 Training (High School Library) 10:00 a.m. – District Buildings and Grounds Tours (Start at HHS) 12:00 p.m. - Luncheon with building administrators (Building Office) 1:00 p.m. - New teachers meet with building administrators (Bldg. Conf. Rooms) 3:30 p.m. - Dismissal New teachers may work in classrooms when not in meetings.
Wed., Aug. 18	7:30 a.m. - All Staff Breakfast (HS Gym) 8:00 a.m. - Band plays/New staff introductions (HS Gym) 8:15 a.m. - Staff Pictures (HS Gym) 9:00 a.m. – Keynote Speaker (HS Gym) 10:30 a.m. – 12:00 p.m. – Work in Classrooms 12:00 p.m. – 1:00 p.m. - Lunch – Provided by Mike Keith Insurance 1:00 – 3:30 p.m. ALICE Training
Thu., Aug. 19	Elementary: 8:00-12:00 Building Faculty Meeting (ES Library) 12:00-1:00 Lunch (provided by building) 1:00-2:30 Building Faculty Meeting (ES Library) 2:30-3:30 504/IEP/BOE Policies (ES Library) Middle School: 8:00-12:00 Building Faculty Meeting (MS Library) 12:00-1:00 Lunch (provided by building) 1:00-2:00 504/IEP/BOE Policies Training (MS Library) 2:00-3:30 Building Faculty Meeting (MS Library) High School: 8:00-12:00 Building Faculty Meeting (HS Library) 12:00-1:00 Lunch (provided by building) 1:00-2:00 504/IEP/BOE Policies Training (MS Library) 2:00-3:30 Building Faculty Meeting (HS Library) 4:30 p.m – 6:30 p.m. Back-to-School Night (All Buildings) 6:30 p.m. – Meet the Eagles (HS Gym)
Fri., Aug. 20	Missouri School Board Association Online Policy Training – Staff members who have completed all of this training prior to 8:00 a.m. on Monday, August 16 may take the day off or utilize the day as they wish.
Fri., Aug. 27	8:00 a.m. – 12:00 p.m. – ALICE Training 12:00 p.m. – 1:00 p.m. – Lunch on Your Own 1:00 p.m. – 3:30 p.m. - Building Specific Professional Development

Mon., Sept. 20	Staff Health Fair Building Specific Professional Development
Mon., Oct. 4	Building Specific Professional Development
Mon., Oct. 25	Building Specific Professional Development
Mon, Nov. 8	Building Specific Professional Development
Mon, Jan. 3	Teacher Workday
Wed., May 25	Teacher Workday

On Friday, August 20th, staff will be asked to view a series of training videos provided by Missouri United School Insurance Council (MUSIC) and Safe Schools Training on the topics listed below. These are topics designated in Board policy that are required trainings for school personnel.

- A. Bloodborne Pathogens and Exposure Prevention
- B. Bullying: Recognition & Response
- C. De-escalation Strategies
- D. Discrimination Awareness in the Workplace
- E. Disruptive Student Behavior
- F. Diversity Awareness: Staff-to-Student
- G. FERPA: Confidentiality of Records
- H. General Ethics in the Workplace
- I. Health Emergencies: Life-Threatening Allergies
- J. Missouri DESE Dyslexia Training
- K. Establishing Healthy Boundaries (MUSIC)
- L. Youth Suicide: Awareness and Prevention (MUSIC)
- M. Restraint and Seclusion
- N. Sexual Misconduct – Staff to Student