

## PROFESSIONAL DEVELOPMENT

### HOLDEN R-3 BOARD REPORT

SEPTEMBER 8, 2014

#### EVALUATION CRITERIA-

1. Does the staff elected Professional Development committee coordinate and direct the professional development activities for the school district?  
*We have an elected Professional Development committee with representatives from each building serving on the committee. The committee in conjunction with district administration approves requests for use of PD funds. The in-district PD is planned by the PLC leadership team in each building.*
2. Is there a written professional Development Plan which has been approved by the Board?  
*There is a written professional development plan and it is on the agenda to be approved at the September board meeting.*
3. Has the Professional Development Committee been allocated one percent (1%) of the basic formula apportionment and has it spent at least seventy-five percent (75%) of this allocation in appropriate ways?  
*The total PD budget is \$58,182.00. This includes Title funds that have been set aside for professional development.*
4. Does the district commit additional funds above the one percent (1%) requirement for professional development? *Yes, we budget more than required.*
5. Does the Professional Development Committee conduct a staff evaluation of the program and a needs assessment as required?  
*We conduct staff evaluations after each district in-service and also obtain input from the building leadership teams. I have included the results of our PD survey for our back to school in-services.*
6. Is time provided for the staff to participate in professional development activities?  
*Time during the school day is provided for PLC teams to meet at all buildings. There are nine full day teacher in-services during the school year.*
7. Does the district provide opportunity for teachers to earn college credit for professional development or other methods for advancement on the salary schedule?  
*There are no opportunities at this time for teachers to earn college credit or advancement on the salary schedule for professional development.*
8. Are study groups part of the professional development program?  
*Yes, PLC teams are study groups and we have formed study groups for various book studies. Several groups are currently involved in book studies and other book studies are planned for this year. The administrative team is reading Think Like a Patron by Ken Desieghardt and will do another book study on Motivating & Inspiring Teachers by Todd Whitaker, Beth Whitaker and Dale Lumpa. The principals are also reading Six Types of Teachers by Todd Whitaker. Elementary staff are reading, The Leader in Me by Stephen Covey. Staff new to our district this year and second year teachers are reading Learning by Doing by Rick DuFour, Rebecca DuFour, Robert*

*Eaker and Thomas Many. The support staff leadership team will be doing a book study on, Build the Fort Today by Jim Kern.*

9. Do professional development programs in the district incorporate interactive television, Power Point, etc..?

*A variety of technology resources are used in presenting professional development to staff members.*

10. Is a teacher induction program conducted?

*A four-day summer institute for new staff members was conducted July 28, 29, 31 and Aug. 1. New staff members received training in PLCs, technology, classroom management and cooperative learning. New elementary classroom teachers also received training on Daily Five and Writers' Workshop. In addition to the summer training, staff members new to the district are required to attend two monthly meetings throughout the school year to discuss the Learning by Doing book and to hear presentations on various topics relevant to our district. First year teachers also participate in a new teacher support group. Morgan Parrish facilitates the first year teacher group.*

11. Does the district analyze successful mentoring programs from other districts in order to enhance the local program?

*We use various resources to help in developing our mentoring program and make revisions as needed.*

12. Are community resources utilized in assisting with assimilating new staff members into the community? *Community resources are used as appropriate for new staff members.*

#### **CSIP Review-**

**Objective 1: The district will receive at least 90% of the points possible on the Annual Performance Report.**

**Strategy 4:** Professional Development will be provided for staff.

#### **Action Steps:**

- **Collaboration time for PLC teams will be provided during the school day.** *High School and middle school teachers meet during plan times and the elementary hires substitutes to provide time for teams to meet. Elementary teams also meet during one plan time per week.*
- **PLC teams will review common assessment data and share instructional strategies.** *In addition to MAP/EOC data, elementary teams review AIMSWeb, DRA, DRP and teacher generated assessment data. Middle school teams review Discovery, DRP, AIMSWeb and teacher generated assessment data. High school reviews DRP and teacher generated assessment data. Instructional strategies are shared during in-services, faculty meetings and PLC team meetings.*
- **Instructional coaches will be utilized as needed to provide assistance to staff.** *We use many of our teachers to provide training for other staff members.*

- **Staff members will become familiar with the Core Academic Standards and the Smarter Balanced Assessment.** *As part of our participation in the Collaborative Work Grant, we continue to send staff members to training provided by our Regional Professional Development Center regarding assessment and instructional strategies.*
- **Teachers will be trained in the use of assessment techniques aligned to the new assessment.** *Teachers are reviewing practice test items and this is also part of the training through our Collaborative Work grant.*

**Objective 6: To maximize student performance the district will recruit and retain highly qualified and competent staff for all district positions.**

**Strategy 1:** The district will provide professional development opportunities for staff.

**Action Steps:**

- **Focus professional development activities on literacy, numeracy, Core Academic Standards, assessment, Professional Learning Communities, Response to Intervention, Grading, Data Analysis and Technology.** *New staff members were provided training on cooperative learning, professional learning communities, literacy strategies and technology during the summer. We are sending teams of teachers to training on developing Common Formative Assessments and research based instructional strategies. They will be sharing what they learn with their teams.*
- **Utilize data to determine the focus of district professional development opportunities for all staff members.** *In addition to our testing data, we will also use data collected from our teacher evaluation system to determine professional development needs.*