Professional Learning

Equity Goal #2
### EQUITY

**Equity Goal 1:**
Study and develop programs and schools for increased options to meet student needs; including ensuring safe and reliable transportation that efficiently increases access and choice to schools and programs.

**Equity Goal 2:**
Empower staff and school board through relevant learning experiences uniting these stakeholders around the MCCSC vision and shared work.

**Equity Goal 3:**
Accelerate learning for students, including priority populations, with accessible and aligned high quality curriculum and instruction.

**Equity Goal 4:**
Meet the mental and physical needs of students in an equitable manner by continuing to study and establish effective measures related to health and safety.

### COMMUNICATIONS

**Communication Goal 1:**
Develop and implement a robust Communication Plan to increase efficiency and effectiveness.

### FUNDING

**Funding Goal 1:**
Increase funding from local sources through community approved initiatives.

**Funding Goal 2:**
Expand funding based on needs and evaluate expenditures for sustainable enhancements.

### DIVERSITY

**Diversity Goal 1:**
Recruit, hire, and retain a diverse staff that reflects our student population.

**Diversity Goal 2:**
Decrease disciplinary disparities between student populations.
Equity Goal 2:
Empower staff and school board through relevant learning experiences uniting these stakeholders around the MCCSC vision and shared work.

Outcomes:
- Cultivate professional learning!
- Secure structures for relevant, meaningful professional development!
Professional learning results in equitable and excellent outcomes for all students when staff and school board are continuously immersed in professional learning cycles that prioritize:

(1) Rigorous content,
(2) Transformational processes,
(3) A culture of collaborative inquiry, and
(4) The structures necessary to prioritize meaningful professional learning.
Student Learning & PLCs

2023 Growth Impact By Proficiency Category

**English Language Arts**
- Above Proficiency
- At Proficiency
- Approaching Proficiency
- Below Proficiency

2023 Growth:
- Below Normal
- Normal
- Above Normal

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2023 Growth Impact By Proficiency Category

**Mathematics**
- Above Proficiency
- At Proficiency
- Approaching Proficiency
- Below Proficiency

2023 Growth:
- Below Normal
- Normal
- Above Normal

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Increase Student Learning

**ASSESS**
- Pre-assess and assess students

**SET SMART GOALS**
- Using existing data, set SMART goals and determine what students need to know and be able to do

**ENRICH AND RETEACH**
- Determine the best enrichment and reteaching strategies to implement

**IDENTIFY STRATEGIES**
- Discuss which high leverage strategies will be utilized to teach content

**ANALYZE DATA**
- Analyze data as a collaborative team and use collaborative scoring

**COMMON FORMATIVE ASSESSMENTS**
- Administer Common Formative Assessments (CFAs)
The data presented derives from the November 8, 2022 professional learning event. Certified staff strongly agreed, agreed, or were neutral at a rate of approximately 90% on the indicators of professional learning associated with the varied content and format of the professional learning event.

90% of staff surveyed stated they were most likely to participate in corporation-wide professional learning events.

83% of staff surveyed stated they were most likely to participate in job-embedded instructional coaching.

83% of staff surveyed stated they were most likely to participate in an on-demand professional learning webinar.
Celebrations, Challenges & Insights

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<th>Celebrations</th>
<th>Challenges</th>
<th>Insights</th>
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<td>A continued focus on Professional Learning Communities (PLCs) and the MCCSC PLC core commitments. Access to disaggregated academic outcomes with an increase in data literacy for differentiated and small group learning. A focus on additional opportunities to develop instructional coaching systems for job-embedded learning.</td>
<td>A continual analysis of time structures to maximize the professional learning opportunities provided to staff during the contractual calendar. The development of a dynamic system to follow the return on investment of professional learning for staff at MCCSC.</td>
<td>Even as professional learning is ongoing, communicating a balanced and cyclical approach to the learning opportunities and implementation with coaching is important to the understanding of priorities.</td>
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Strategic staffing in elementary schools has provided increased job-embedded instructional coaching minutes for differentiated professional learning.

Professional learning offerings are focused and intentional with a commitment to systematically supporting the PLC process.

District-wide and building-based professional learning opportunities create both cohesiveness and the ability to personalize.

There has been a celebrated increase of professional learning opportunities relevant to the MCCSC strategic plan.

The NTW! provides important professional learning opportunities aligned to the MCCSC strategic plan. How do we offer the NTW! orientation as educators are hired after the start of the school year?

How can we provide more dedicated time for professional learning outside of the instructional day yet inside of the contractual guardrails?

What systems are in place, or need to be developed, to align the data we have to the differentiated professional learning offerings provided to staff?
"One of the most powerful PD sessions that ever happened at my school was run by students, assisted by adult allies. I'd like to suggest more professional learning that students, particularly high school students, help us to run. After all, they have a very good idea about what makes for engaging, rigorous, and inspiring instruction."

-MCCSC Teacher

"How are teachers being supported in understanding what the research says about the role of knowledge-building in education, beginning in kindergarten? Are teachers being provided with a high-quality curriculum that supports knowledge-building in the academic domains of science and social studies? How are we empowering teachers through relevant learning about what the research says about how children learn to read? How is last year's Science of Reading PD for teachers being expanded into this year's PD opportunities? As mentioned in last year's PD, will this year be a writing focus?"

-MCCSC Teacher
"Professional development and student learning go hand-in-hand. One of the "Next Steps" related to Accelerating Student Learning last spring included "Literacy Foundations (Professional Development series for all teachers K-8)". Can you provide an update on what this PD has included so far AND what it will include going forward?"

-MCCSC Parent

"HB 1558 has passed and districts in our state will be required to align their instruction (and curriculum) with the scientific research on how children learn to read and write. What will MCCSC be doing to equip staff members with PD in the science of reading and writing? What PD providers will MCCSC utilize? And, when will that begin?"

-MCCSC Parent

"Will professional development continue this year about literacy and how the brain learns to read?"

-MCCSC Parent

"How does MCCSC define “equity” and how does “Professional Learning” result in equity for students? How is culturally responsive teaching involved?"

-MCCSC Parent
November 7, 2023

- Staff survey provided input for the structure of the professional learning event.
- Keynote sessions are aligned to the strategic plan.
- Content-specific opportunities are scheduled for SLPs, literacy, math, science, and more.
- MCCSC educator-led sessions are accessible and present topics such as: Comprehension is an Outcome, Joy Matters, Diving into the Strands of the Writing Rope, PreK Rocks!, and more!
Thank you!

Next Topic: Local Funding
Funding Goal 1
Funding Goal #1: Local Funding

MCCSC Community At Large
Submission of Input

Week of 10/23

Week of 10/30

Week of 11/6

Tuesday, 11/14

MCCSC Board of School Trustees
Submission of Input

MCCSC Teachers & Staff
Email Query & School Meetings

Principals
Identify potential themes related to goals

MCCSC Administrative Cabinet
Preparatory Presentation – Review Input, Research & Prepare Update

Public Presentation
Board Meeting