

# **Professional Development System Evaluation Protocol**

## **Magnet Cove School District**

### **School Year 2014-2015**

Professional development, the process of continuous development for educators at Magnet Cove School District, has as its core purpose improving student achievement. A study of the state professional learning in the United States notes that professional learning that is sustained over time, and focused on important content can have a powerful effect on teacher skills and knowledge and consequently on student learning. "When well designed, these opportunities help teachers master content, hone teaching skills, evaluate their own and their students' performance, and address changes needed in teaching and learning in their schools. Educators and policymakers increasingly recognize the importance of providing high quality learning opportunities to help transform teaching. As students are expected to learn more complex, analytical skills to in preparation for further education and work in the 21<sup>st</sup> century, teachers must learning to teach in ways that develop higher order thinking and performance" (Darling-Hammond, Wei, Andree, Richardson, & Orphano, 2009, p.7)

The goal of the professional development system of the Magnet Cove School District will be to enable every teacher, administrator, and staff member to develop the knowledge, skills, and behaviors required to create learning environments that are safe and enable all students to demonstrate high levels of achievement.

Just as learning at the Magnet Cove School District will be individualized to meet students' needs, teachers at Magnet Cove School District will be provided the opportunity to individualize a percentage of their professional development hours. Teachers, while focusing on student growth and content and curriculum needs, will seek individual professional learning opportunities to strengthen their skills. Individual professional learning will be identified and tracked through professional growth plans and aligned with student learning goals; an essential piece of the Teacher Excellence and Support System (TESS).

At Magnet Cove School District, each educator participates in collaborative learning communities whose members use a cycle of continuous improvement to achieve goals that align with individual, school, and district goals for student achievement. Disaggregated student data are used to determine adult learning priorities, monitor progress, and help sustain continuous improvement. Professional Learning Communities have been formed as an essential component of the professional development plan. Weekly meetings are held to review student data and determine needs related to content are skills, school initiatives, the ACSIP (school improvement

plan), and school and team goals. Skillful coaches (Ashely McDonald, APSRC, Cindy McAfee and Robin Phelan, Dawson ESC) provide sufficient classroom and school focused support and assistance to educators to ensure high fidelity implementation of professional learning. Through PLCs, educators participate in a variety of learning strategies to achieve staff development goals.

Specific programs developed and delivered by the parent coordinator allow leaders to build consensus among educators and community members concerning the overall mission and goals for staff development. Educators are prepared to create relationships with parents to support student learning. Technology through school and class websites is used to communicate with parents and the community.

For the calendar year 2014-2015, District Professional Development will be characterized by the focus on technology, curriculum content and alignment, classroom management and student safety, parent involvement, and dyslexia. The following is a schedule for designated PD days;

**3 Flex days**-Individualized Content/Curriculum needs

**August 7-** Policies and procedures, Ethics, Wellness, Health/Safety, Parent Involvement, TESS

**August 11, 12-**Technology Breakout sessions (Bloomboard, Gmail, Google, Eschool.

**August 13-**Student Discipline Training (Students with and without disabilities)

**August 14-** Standards/Frameworks and Curriculum Alignment

**August 15-** Active Shooter Training (Student safety)

**\*October 8-** Professional Learning Communities/ Individualized Content/Curriculum needs

**\*November 24-25** Professional Learning Communities/ Individualized Content/Curriculum needs

**January 5-** Dyslexia, Curriculum Alignment

*\*Flex days if not taken over the summer*

Magnet Cove School District is committed to the recruitment, retention, and development of quality teachers. Through the Arkansas Induction Mentoring Model, beginning and veteran teachers new to Magnet Cove School District will receive guidance and support. The mentor program will provide opportunities for teachers to sharpen their skills, enabling them to enrich the learning of their students.

The evaluation of professional development consistently includes all of the following; data concerning knowledge gained by participants, level of implementation, and changes in student learning. Magnet Cove uses pilot studies and action research when appropriate to test the effectiveness of new approaches when research is contradictory or does not exist.