

# Westside School District

## Professional Development Plan

### 2016-2017

The Westside School District plans to provide meaningful professional development to all educators. The professional development provided on campus will be aligned with the professional growth plans of our teachers.

Westside School District's professional development calendar will run from June 1, 2016 through May 31, 2017. All educators will complete the mandatory 36 hours of professional development before the start of school. The only exceptions will be new teachers and teachers that have emergencies arise causing them to miss scheduled professional development training.

The professional development will consist of four mandated days on campus. There will be situations where administration will allow teachers to attend other workshops that are required to meet accreditation, instead of attending the local mandated workshops. The first mandatory day will focus on six hours of technology. We will focus on teacher webpages, SMART Board, and Bloomboard training. Most professional development has technology embedded, however, we continue to believe a full day of training on how to use technology and embed that technology into their own lessons is crucial to improving education in our district. Any teacher needing Arkansas History will complete the mandated 2 hours on Ideas in place of two hours of technology. The teachers needing Arkansas History will obtain additional technology throughout the remaining required professional development. Both days will address the need of aligning our curriculum K-12. There have been many changes over the past few years which have left most districts without a true curriculum map. We understand that a map cannot be created in one day but we know everything must have a starting point. Our focus this year is to create a pacing guide that will start aligning the standards with each nine weeks. This focus will center on reviewing the changes that have been made to the standards, as well as, the addition of new standards and courses. Day four at the elementary will be day one of the Leader in Me training. Day four at the high school will be a day for teachers to choose a workshop that best fits their needs. There have been several changes and individual subject areas have specialized needs due to changes in standards. We believe it is important to provide three days for high school teachers to focus on their subject areas.

The Westside School District Administration believes it is important to allow freedom for all teachers to select two days to meet specific individual needs, the remaining two days will allow them that opportunity. The two days which can be used at their own discretion must be at the coop, on IDEAS, or through an approved provider. Teachers must get approval if the professional development selected will cost the district additional money for the training or travel. We believe the coop and IDEAS offers enough training that all teachers can select two days of useful training.

This plan also addresses the additional 24 hours which complete the 190 days on the base educators contract. We understand there is a lot of freedom in the rules for the additional 24 hours. The District believes it is important to use the days wisely since there are many requirements placed on Districts across the state. Three of the four days will have different content for each campus. Days one through three at the elementary will complete the Leader in Me training. The first day at the high school will be split between Technology and TESS. The second high school day will be used to review the test data and address AIPs. The third high school day will focus on the district hazard and safety plan, as well as,

provide an opportunity for the principal to meet with the teachers. The fourth day will be district wide in meetings and in content. The first two hours of the day, starting at 12:00, will be together as a district and the last four will be campus specific. We will have the State of the District Address to start the day. The Address will follow lunch since we will be starting the day late. The day will end with a parent meeting and student orientations. At Westside we believe it is important to improve parent involvement, as well as, the relationships with our teachers and parents.

The District will provide an agenda and description of each day of training held within the district.