

Professional Development Plan Frontier Regional and Union #38 School Districts

Introduction:

The Frontier Regional and Union #38 School Districts professional development plan describes a vision for professional learning that is collaborative, continuous, embedded in daily practice and focused on student learning. The professional development opportunities in the Union#38 Frontier Regional School Districts focus on supporting educators to develop knowledge, strategies, and skills that will result in high levels of learning for all students.

The scope of professional development in the district is not limited to workshop attendance. Professional development is an ongoing process focused on building sustainable improvement in student learning and instructional practices through evaluating evidence of student learning. Educators are encouraged to seek professional development opportunities within the district and in the local, regional and national educational communities.

Mission Statement: *Building learning communities, one student, one teacher, one family at a time.*

Vision Statement: Vibrant, collaborative, engaging, and inclusive learning communities promoting the growth of every student.

Values and Beliefs:

The Frontier Regional and Union #38 professional development plan is designed and delivered based on standards published by the National Staff Development Council.

Context:

- Adults will be organized into learning communities whose goals are aligned with those of the school and district.
- School and district leaders will actively promote and guide continuous instructional improvement.
- Sufficient resources will be provided to support adult learning and collaboration both within the district and at local, regional and national meetings, workshops and conferences.

Process:

- Student, classroom, and district data will be used to determine adult learning priorities, monitor progress, and help sustain continuous improvement.
- Multiple sources of information will be used to guide improvement and demonstrate its impact.
- Educators will apply current research to decision making.
- The design of professional development activities will match the intended goal and apply knowledge about human learning and change.
- Educators will be supported in developing collaboration skills

Content Standards

- Educators will be prepared to understand and appreciate all students; create safe, orderly and supportive learning environments; differentiate instruction to meet the needs of all learners; prepare students for participation in a global society and hold high expectations for their academic achievement.
- Educators will deepen their content knowledge, and be provided with research-based instructional strategies to assist students in meeting rigorous academic standards and to use various types of classroom assessments.
- Educators will be provided with access to knowledge and skills to engage families and other stakeholders appropriately.

Professional Development Implementation Cycle

1. Identify school and district educational goals

- Review existing educational goals for state, district and schools
- Review Data:
 - Student achievement data: past, present, projected trends
 - Classroom observation data
 - Other data e.g. internal and external audits and program reviews
- Identify areas for improvement

2. Plan for implementation

- Identify resources (eg: presenters, instructional materials, technology) to support professional development in areas of the identified needs and goals
- Identify PD content (what will be provided) and process (how will it be provided) at each level (district, school, team, or individual)
- Establish a time-line for initiation, implementation, institutionalization of PD goals including embedded professional development
- Identify sources to fund the PD calendar

3. Implement professional development plan

- Establish district leadership teams
- Integrate professional development models that provide choice, differentiated learning, sustained collaboration and ongoing support
- Integrate research about effective practices into teaching, learning and leadership
- Identify factors for successful implementation of professional development plan
- Publish an electronic professional development calendar with options and ongoing opportunities for revision

4. Monitor progress

- Determine specific success measures for professional development (how will success be defined and measured?)
- Identify data sources and gathering methods for each measure
- Plan for review and dissemination of findings
- Maintain records of PD implementation, participation and feedback
- Administer staff surveys about PD and collectively analyze results