

Every Student
Future Ready:

*Prepared for
College*

*Prepared for the
Global Workplace*

*Prepared for
Personal Success*

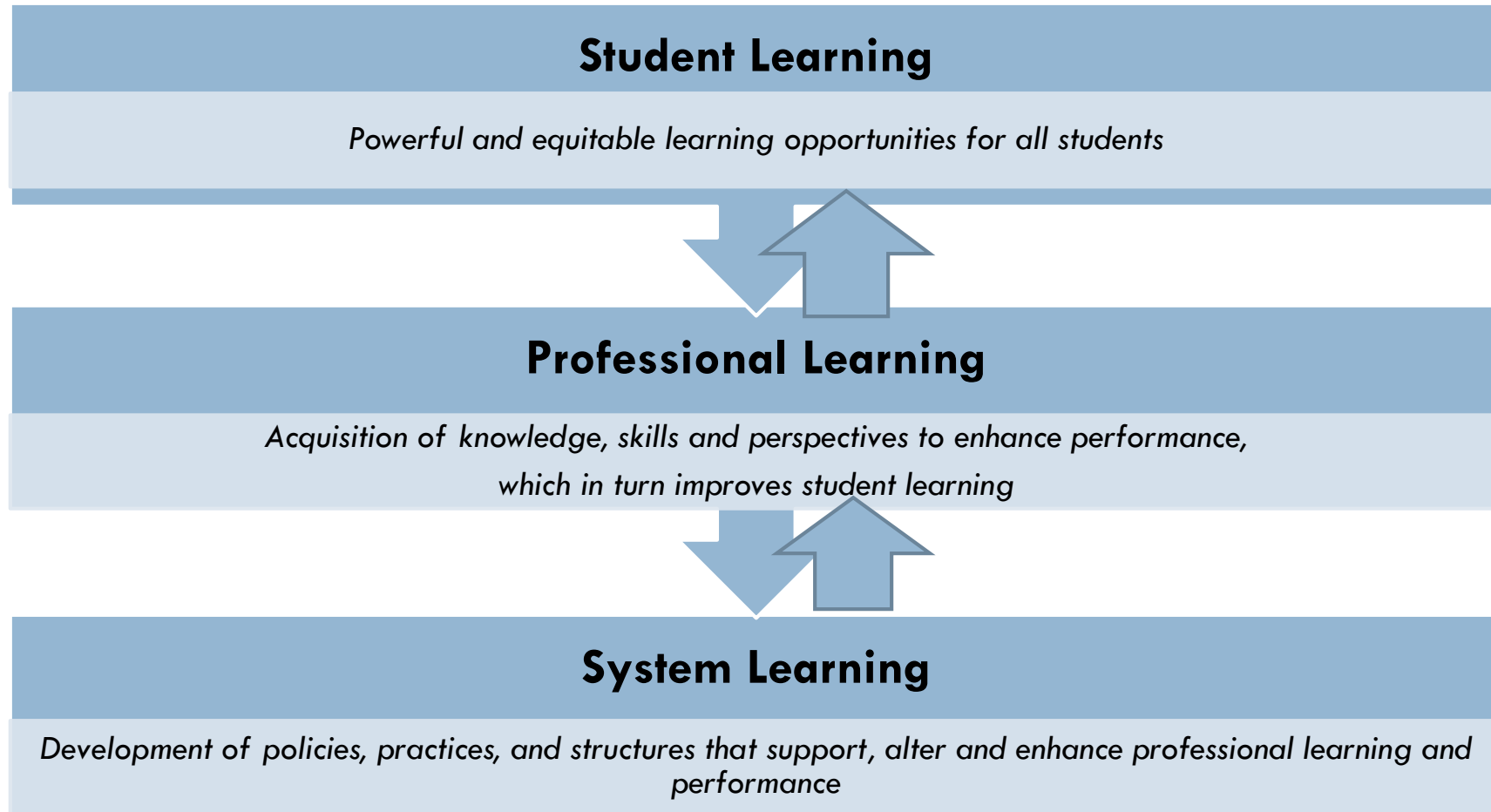


Professional Learning

EL-9: District Staff

3 Interrelated Learning Agendas

2



It will not be possible for us to meet our first goal, **Ensure Academic Success for Every Student** and our second goal, **Provide Safe and Innovative Learning Environments** without the ability to **Recruit, Hire, and Retain Highly Effective Personnel**, our third strategic goal.

We highly value all of the professionals within our organization, and we are committed to ensuring that we maintain high standards and expectations for all employee groups within our organization. Each day, for many students, their learning environment begins on their bus, continues at school in the classrooms, in the lunch room, in the library, on the playground, and concludes with after-school activities and athletics. We know that **each and every employee of our district plays a role in contributing to the academic success of our students.**

3 Recruit, hire & retain highly effective personnel

Objectives

- Attract, recruit, and retain highly qualified personnel
- Provide quality training and professional learning systems
- Refine and implement effective systems for professional growth and evaluation

Focus

4

- Overall Approach to Professional Learning
 - Administrative Staff
 - Certificated Staff
 - Classified Staff
- Overview of Professional Learning Management System

Overall Approach to Professional Learning

- Administrative Staff
- Certificated Staff
- Classified Staff

Administrators: Continuum of Support

6

New to the District

- New Administrator Orientation
- Monthly New Administrator meetings

New Building Principals

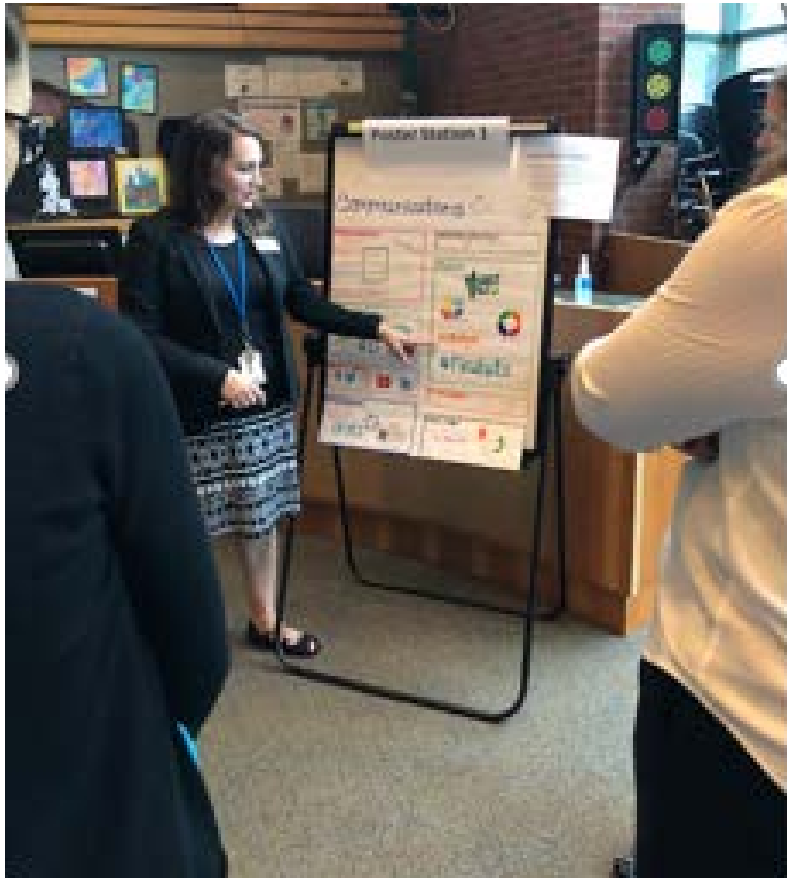
- Director, School Support (weekly check-ins)
- Peer-to-Peer Support

All DLT - Ongoing Professional Learning

- District Leadership Team
- Learning Community/Level Meetings
- Individual Professional Learning Support

New Administrator Orientation

7



Target Audience	New Administrators
Purpose	To support new administrators through their induction year and allow them to acquire necessary skills and knowledge through: <ul style="list-style-type: none">• Two-Day Summer Induction Institute• Monthly Meetings• Focus on leadership skills, change management, and organizational knowledge
2018-2019	19
2017-2018	14
2016-2017	19

District Leadership Series

8



Target Audience	Principals
Purpose	<p>To support skill development and leadership in:</p> <ul style="list-style-type: none">• Culturally Responsive Teaching: SIOP• Social Emotional Learning• Rigor/Challenge• School Safety• Technology Integration <ul style="list-style-type: none">• August Sessions, Level, Learning Community, District Leadership meetings throughout the year
2018-19 2017-18	<p>All participate with 83 participants for Clock Hours</p> <p>All participate with 44 participants for Clock Hours</p>
Duration	8/15/2018-6/24/2019 on PLMS Cornerstone

District Leadership Training: Equity Teams

9



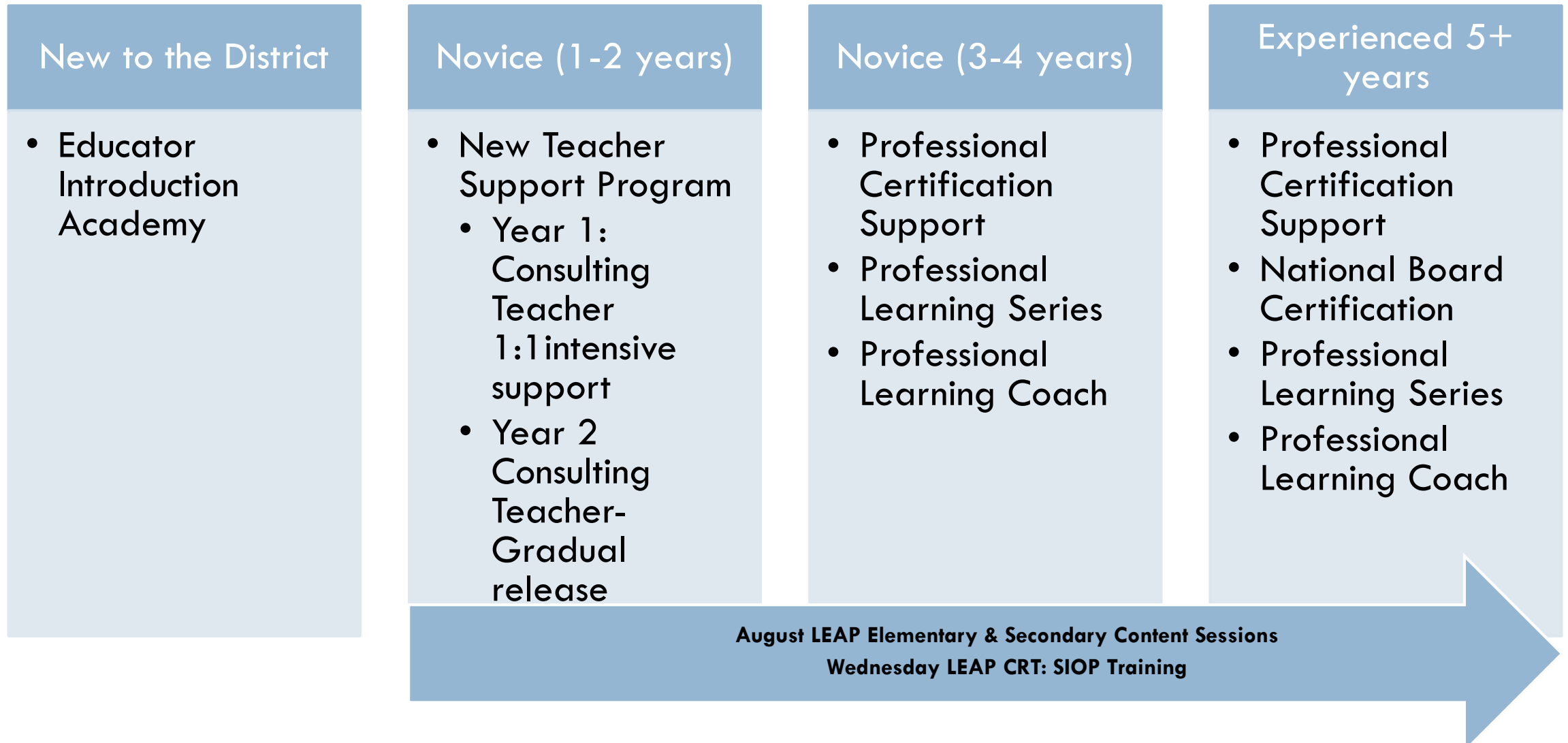
Target Audience	One administrator Two teachers/TOSAs from each school or department
Focus	To provide each and every student with equitable access to educational opportunities by enhancing and supporting racially equitable and culturally responsive approaches among staff, students, parents and communities.
Activities	<ul style="list-style-type: none">• 1 all-day Equity Team Training• 4 two-hours Equity Team Training Sessions

10

Certificated Staff

Continuum of Support – Gradual Release

11



Educator Introduction Academy

12



Target Audience	Certificated staff new to the district
Purpose	Orient new certificated staff members to the district and ensure they are knowledgeable in district curriculum, standards, instructional framework, and other expectations.
Duration	7 days in August
2018-2019	273 participants
2017-2018	271 participants
2016-2017	269 participants

New Teacher Support Program (NTSP)

13



Target Audience	Educators new to the profession
Purpose	<p>Provide educators in their first and second years of teaching individualized guidance, resources, and support through mentoring and instructional coaching.</p> <p>Year 1:</p> <ul style="list-style-type: none">• First Day/First Week Workshop• Weekly individual, mentoring meetings• Formal Observation practice cycles• Two workshop days with focused, targeted learning• One Learning Walk/Peer Visit <p>Year 2:</p> <ul style="list-style-type: none">• Monthly connection with Consulting Teacher (CT)• One Learning Walk/Peer Visit• Learning Series
Support:	9 Consulting Teachers
2018-2019	129 first year and 132 second year educators
2017-2019	134 first year and 134 second year educators

Clock Hours to Support Certification Renewal

14



Target Audience	P-12 Teachers
Purpose	Provide participants with opportunities to complete the 100 clock hours needed every 5 years for renewing residency and continuing teaching certificates.
Example	Wednesday Early Release – Culturally Responsive Training
2018-2019 2017-2018	1,235 participants 1,114 participants
Duration	Ongoing opportunities offered through Wednesday early release days

National Board Certification Program

15



Target Audience	Educators who pursue National Board certification candidacy in First Time, Renewal and/or Advanced
Purpose	<ul style="list-style-type: none">• Facilitate National Board candidates to describe, analyze, and reflect upon their teaching practices using student learning as evidence to implement effective instruction.• Provide ongoing support through facilitated cohorts including Renewal and Advanced candidates.
2018-2019 2017-2018 2016-2017	41 participants 55 participants 87 participants District total to date: 336 teachers
Duration	Up to 3 release days Monthly Saturday sessions 1-3 years to complete



Professional Learning Coach Program

16



Target Audience	District “experienced” educators - individually or in teams
Purpose	<ul style="list-style-type: none">• Encourage, empower, and equip all educators to respond to the instructional needs of all students through ongoing, job-embedded professional learning• Provide coaching, by request, to educators who have taught for a minimum of two years• Provide support to experience educators new to the school district through our Quick Start Coaching Program
2017-2018 2016-2017 2015-2016	10 Professional Learning Coaches <ul style="list-style-type: none">• 307 teachers participated• 255 teachers participated• 259 teachers participated

Professional Learning Series Program

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Professional Learning Opportunities



Target Audience	All P – 12 Educators
Purpose	<p>To provide teachers with professional learning aligned with Washington State Teacher Evaluation Criteria to further develop skills and knowledge in areas such as;</p> <ul style="list-style-type: none">• Culturally-Responsive Teaching• Classroom Management• Lesson & Unit Planning
Format	Classes, book study groups, cohort groups, workshops
2017-2018 2016-2017	1,246 participants 1,209 participants

18

Classified Staff

Continuum of Support

19

Induction

- New Employee Orientation
- Job-Specific Training

Job-Specific Training

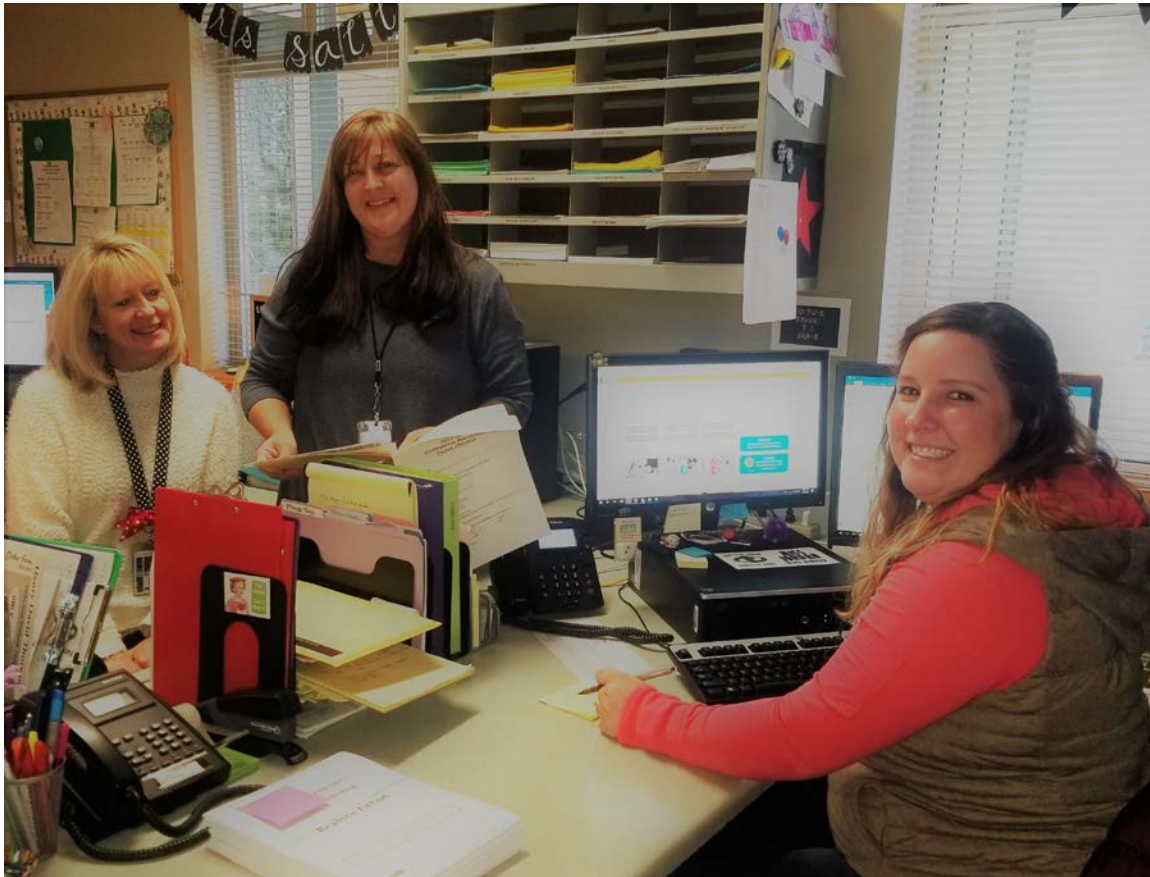
- Workshops
- Roundtables
- Classes
- One-on-One Support

Opportunities for Professional/Skill Enhancement

- Workshops
- Courses

Office Professionals

20



Target Audience	Office Professionals
Focus	<p>To support office professionals in effectively meeting their job responsibilities and professional growth</p> <ul style="list-style-type: none">• Classes in technology, communication, district processes and procedures• Job-embedded peer-to-peer mentoring
2017-18	<ul style="list-style-type: none">• 126 Office Professionals Workshop participants• 594 classes outside workday participants• 220 onboarding or mandatory training participants
2016-2017	<ul style="list-style-type: none">• 125 Office Professionals Workshop participants• 703 classes outside of the workday participants

Instructional Assistants

21



Target Audience	Instruction Assistants
Focus	<p>To support instructional assistants in effectively meeting their job responsibilities and professional growth. Instructional assistants participated in classes on:</p> <ul style="list-style-type: none">• Student behavior• Special needs students• Playground/recess supervision• Small-group literacy instruction
2017-18	<ul style="list-style-type: none">• 251 Annual Mandatory Instructional Assistants training participants• 376 after-school classes, including ParaPro Assessment
2016-2017	<ul style="list-style-type: none">• 230 participants attended Annual Mandatory Instructional Assistants training.• 379 participants in after-school classes

Paraeducators

22



Target Audience	Paraeducators
Focus	<p>To support paraeducators to acquire the skills and knowledge to achieve the Washington State Special Education Recommended Core Competencies:</p> <ul style="list-style-type: none">• Job-embedded mentoring support provided by Para Educator Support Specialist• Two-day Crisis Prevention Institute
2017-2018	<ul style="list-style-type: none">• All paraeducators participate

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Professional Learning Management System (PLMS)

Professional Learning Management System

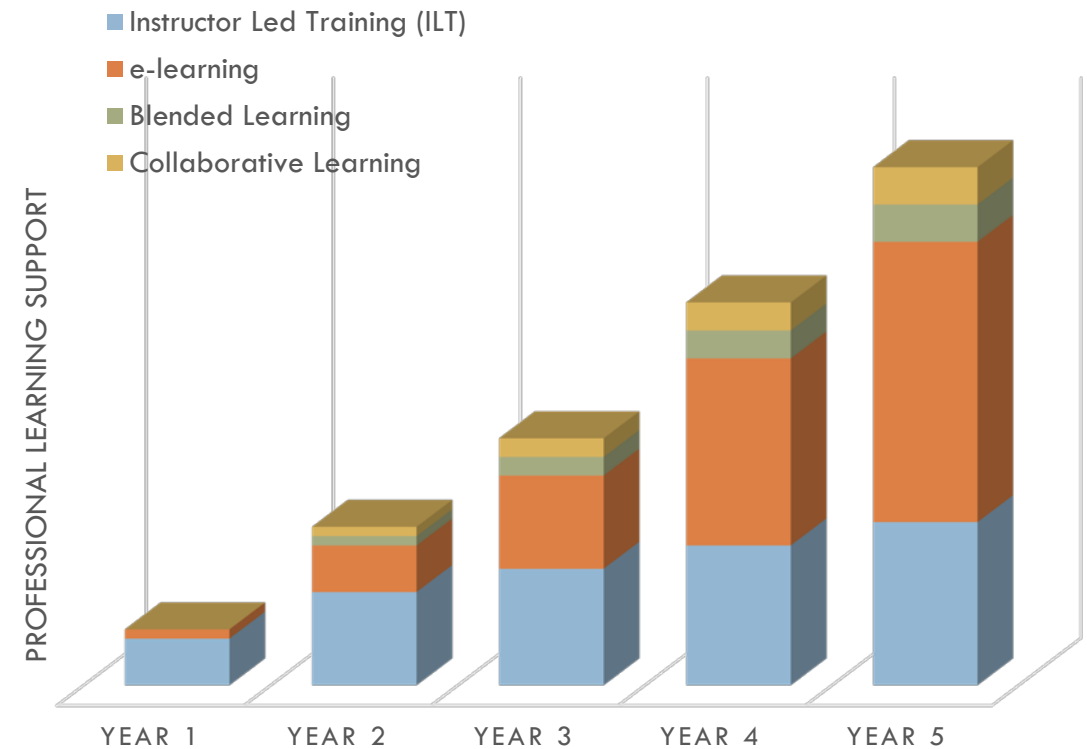
24

Provide a Professional Learning Management System (PLMS) that supports the **learning needs of all Lake Washington School District staff**, beginning with on-boarding and continuing throughout the professional life of each employee, as guided by the district strategic plan and job-specific requirements.

The PLMS will support the development, delivery, and management (including reporting) of innovative, best practice, ADA accessible, and user-friendly learning through:

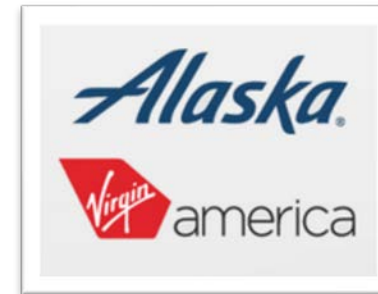
- Instructor Led Training
- e-learning Learning
- Blended Learning
- Collaborative Learning

PLMS IMPLEMENTATION OVER TIME



Why PLMS Cornerstone?

25

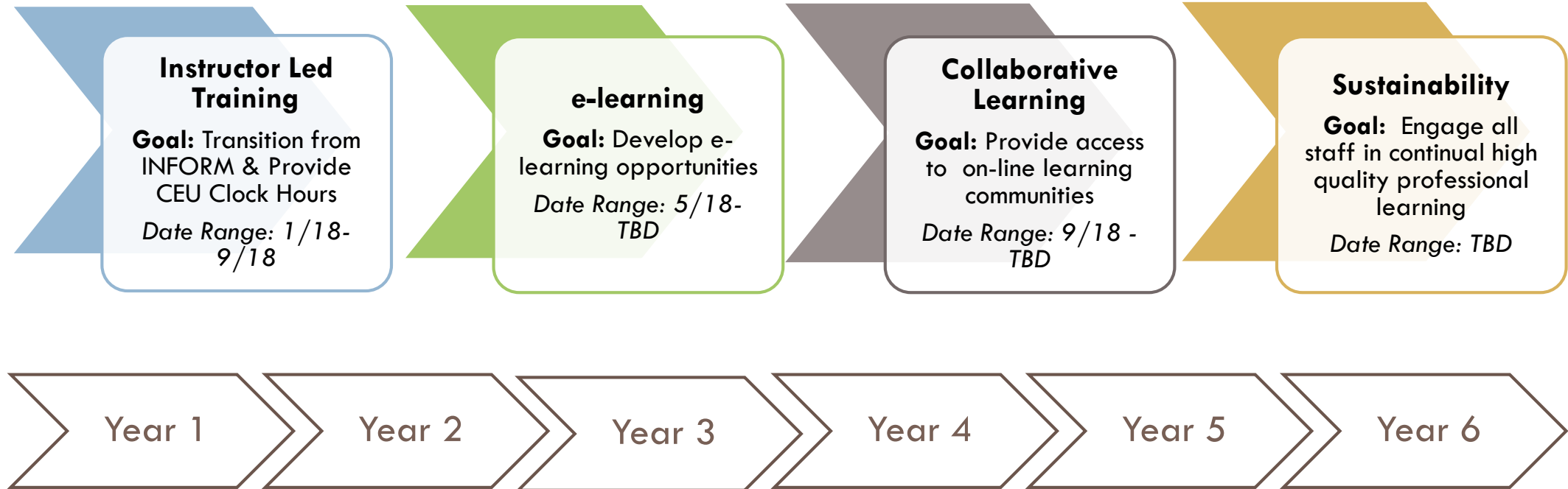




PLMS Long-term Goals

High Level Project Timeline


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PLMS Cornerstone Welcome Page

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Search


Home Learning Reports ET Admin




Professional Learning Management System




Learner Home




Learning Search
(Course Catalog)



My Scheduled and
Completed Training



My Team



Events Calendar

Quicklinks

- [LWSU Staff Portal](#)
- [PLMS Cornerstone Introduction by Stephen Bryant](#)
- [PLMS Cornerstone Introduction Tour](#)
- [Professional Learning](#)

Professional Learning Contacts


- PLMS Cornerstone System Support: ProfLearn@lwsd.org
- Certified Professional Learning: CertProfLearn@lwsd.org
- Classified Professional Learning: ClassProfLearn@lwsd.org

Alerts and Important Information

If you cannot find a course you are looking for on the Events Calendar, it is probably in Curriculum (learning "tagged" together), Learning associated with a Curriculum or [ETP](#) or [B&B&B](#) by requesting the Curriculum. Go to [Professional Learning](#) on the staff portal for directions to request and register for a Curriculum.

My Upcoming Training

No assigned training.








































































































































































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Instructor-Led Training



Create New Event [Export to Excel](#)


Sessions											(209 Results)	1	2	3	4	5	>	>>
Day	Start Date	End Date	Session ID	Event Name	Locator Number	Location	Instructor	Enrollment	Status	Event Options	Session Options							
Friday	6/15/2018 8:00 AM PST	11/20/2018 3:30 PM PST	180615-INTV-RCC-SNPI-835	Safety Net 6-8 Reading Pilot	835	Curriculum Library ...	GROSVENOR LINDA	5 of 7	Approved	        	     							
Thursday	8/23/2018 2:00 PM PST	12/6/2018 5:30 PM PST	180823-PROF-RED-144	Book Study - Culturally Responsive Teaching and the Brain	144	Library	GOMETZ KIRSTEN ...	31 of 45	Approved	        	     							
Tuesday	8/28/2018 4:30 PM PST	8/28/2018 6:30 PM PST	180828-INTV-RCB-ELEL-753	Supporting Elementary English Learners 1	753	Board Room A&B	RODRIGUEZ NICHOLE ...	33 of 40	Approved	        	     							
Saturday	9/22/2018 8:00 AM PST	4/20/2019 12:00 PM PST	180922-PROF-TBD-NB-463	LWSD National Board Cohort: Component 3: Teaching Practice and Learning Environment	463	Board Room A&B	BLACKSTONE WHITNEY ...	14 of 24	Approved	        	     							
Saturday	9/22/2018 9:00 AM PST	4/20/2019 12:00 PM PST	180922-PROF-TBD-NB-460	LWSD National Board Cohort: Component 2: Differentiation in Instruction	460	Board Room A&B	BLACKSTONE WHITNEY ...	11 of 24	Approved	        	     							
Saturday	9/22/2018 10:00 AM PST	4/20/2019 12:00 PM PST	180922-PROF-TBD-NB-467	LWSD National Board Cohort: Component 4: Effective and Reflective Practitioner	467	Board Room A&B	BLACKSTONE WHITNEY ...	20 of 24	Approved	        	     							
Friday	9/28/2018 1:00 PM PST	9/28/2018 4:00 PM PST	180928INTVRCCSNMTH895	Supporting 3rd-5th grade Math Safety Net Students	895	Curriculum Library	CANTWELL CYNTHIA ...	0 of 30	Approved	        	     							
Tuesday	10/2/2018 4:30 PM PST	11/27/2018 6:30 PM PST	181002-TECH-SMI-QPL-433	Effective Technology Integration in Primary Instruction	433	Baker ...	COSME KAREN	5 of 24	Approved	        	     							
Monday	10/8/2018 4:00 PM PST	4/22/2019 6:30 PM PST	181008-PROF-LWEA-528	Math Cohorts: Foundational for Secondary Math Teachers	528	LWEA Office	BERGEVIN JULIE ...	12 of 15	Approved	        	     							
Wednesday	10/10/2018 4:30 PM PST	12/5/2018 5:30 PM PST	181010-PROF-RCH-QPL-530	PL Series Book Study: Whistling Vivaldi	530	Hughes ...	RIPLEY KAREN	22 of 24	Approved	        	     							
Thursday	10/11/2018 4:30 PM PST	10/11/2018 7:00 PM PST	181011-T&L-LWEA-K5WR-659	K-5 Writing Facilitators: Writing Launch	659	LWEA Office	POGLINE PRANEE	58 of 70	Approved	        	     							
Monday	10/15/2018 12:30 PM PST	10/15/2018 3:30 PM PST	181015-INTV-RCB-SN68-861	MS SN Math Session 1: Interim Assessment Blocks	861	Board Room A&B	GROSVENOR LINDA	2 of 30	Approved									




eLearning

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[LOOKING TO LOG IN?](#)

 [OUR SAFETY SUITE](#) [WHO WE ARE](#) [SUCCESS STORIES](#) [HOT TOPICS](#) [NEWSROOM](#) [FREE TRIAL](#) [Q](#)



OUR SAFETY SUITE

100% School-Focused Solutions

[HOME](#) > [OUR SAFETY SUITE](#)

A Full Suite of Essential K-12 Tools

to help keep your district safe

Our K-12 safety suite has been created specifically with the busy school administrator in mind. Unlike other providers, we haven't repurposed manufacturing-oriented solutions, so every SafeSchools program fits your unique safety and compliance needs! Our customers who have implemented our solutions well have seen a meaningful reduction in injuries and losses, resulting in significant savings each year.

But more importantly, they're making their schools even safer for students and staff!





Blended Learning

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Learning Search

🔍 Book Study

26 Results

📅 Event Calendar



Event

**PL Series Book Study:
Whistling Vivaldi**

...



Event

**Book Study - Fostering
Resilient Learners**

...



Event

**Fall Intervention Book
Study**

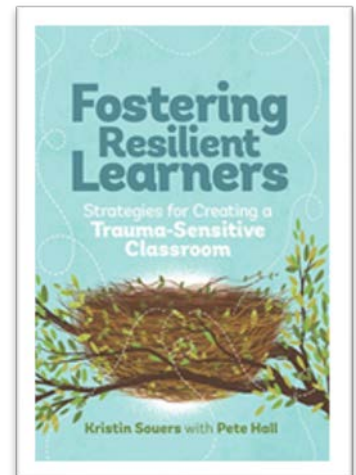
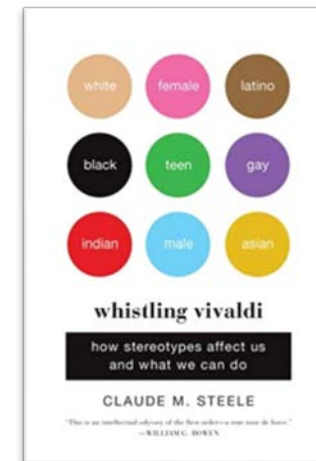
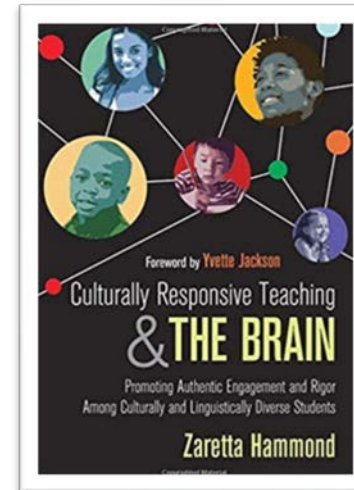
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Event

**Book Study - Culturally
Responsive Teaching**

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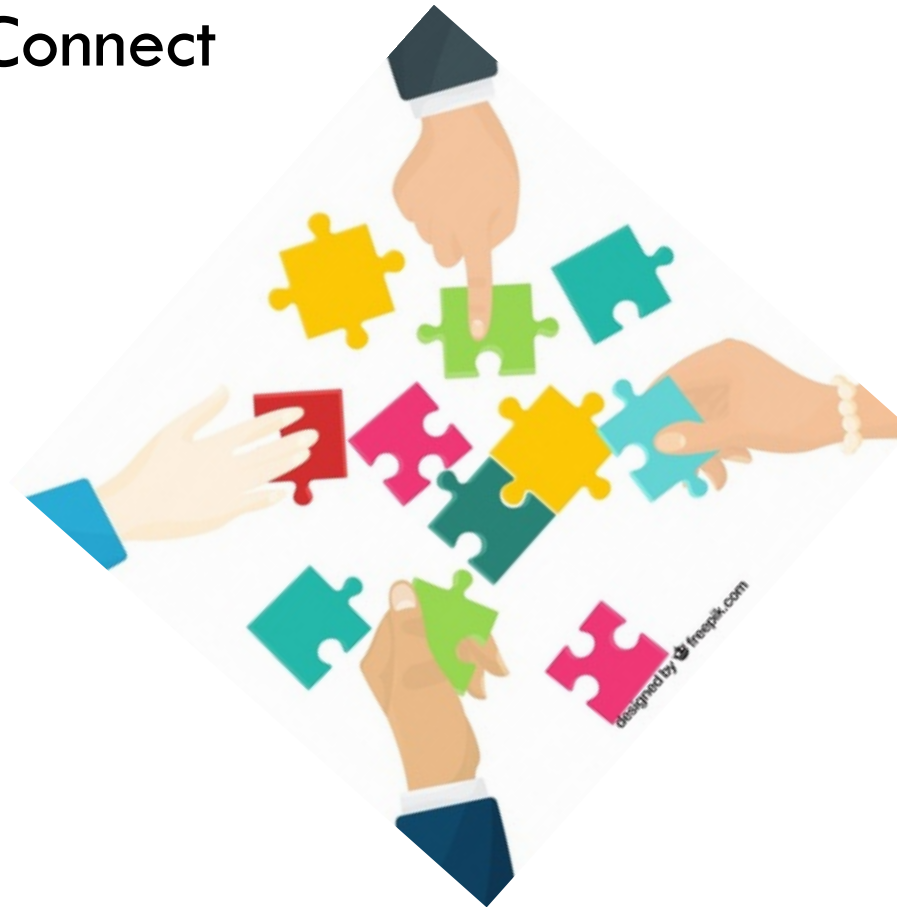




Collaborative Learning

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PLMS Cornerstone Connect



Lake Washington School District

L.E. Scott Resource Center
16250 N.E. 74th Street
Redmond WA 98073
Office: (425) 936-1200 • Fax: (425) 936-1213
http://www.lwsd.org

Continuing Education Clock Hour IN SERVICE REGISTRATION

Use this form to verify your attendance at an approved clock hour offering outlined in Section II below. This form must be retained by the individual as verification of attendance. It is the individual's responsibility to maintain accurate records for compliance with certification regulations. DO NOT USE THIS FORM IF YOU ARE RECEIVING COLLEGE CREDIT FOR THIS INSERVICE PROGRAM. PLEASE PRINT AND USE PEN ONLY.

SECTION I - INFORMATION - PARTICIPANT

LEGAL NAME (Last, First, Middle) _____ MAJOR OR FORMER NAME (Last, First, Middle) _____
 DATE OF BIRTH (MM/DD/YYYY) _____ EMAIL ADDRESS _____ TELEPHONE NUMBER () _____
 HOME ADDRESS (Street, City, State, Zip Code) _____ BUSINESS _____
 EMPLOYER / WORK LOCATION _____

SECTION II - INSERVICE PROVIDER - CLOCK HOURS

TITLE OF INSERVICE OFFERING _____ COURSE NUMBER _____
 NAME OF INSTRUCTOR _____ LAST DAY OF INSERVICE _____
 SPONSORING PROVIDER NAME (AGENCY GRANTING CREDIT) _____ BUSINESS TELEPHONE NUMBER (425) 936-1200
 Lake Washington School District #414, Professional Learning Department
 PROVIDER ADDRESS _____
 16250 N.E. 74th Street
 Redmond WA 98073
 SPONSORING PROVIDER INSERVICE CONTACT PERSON _____
 Pattie Grohl / Nancy Rusch for Stephen D. Bryant
 TELEPHONE NUMBER (425) 936-1253 / (425) 936-1403
 Total Clock Hours Earned _____

SECTION III - AFFIDAVIT - PARTICIPANT

I, _____, swear/affirm that I earned _____ regular clock hours and/or _____ STEM clock hours for actual attendance at this inservice. I am not applying for college/university credit for this program. Also, I certify (or declare) under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct. The intentional misrepresentation of a material fact in this form subjects the holder to revocation of her/his certificate pursuant to chapter 181.85 WAS. This form should be retained by the holder for possible dispute (WAC 181-85-085).

Original Signature of Participant _____ Date _____

SECTION IV - INSERVICE PROVIDER - VERIFICATION

When signed by the approved inservice provider, this form serves as a transcript or letter documenting eligible credits as required for salary purposes by WAC 392-121-280(3).

Original Signature of Inservice Provider _____ Date _____
 White Copy-LWSD Yellow Copy-Participant

FORM SPI 1125 (Rev. 10/16) 9.28.17

Free
LWSD Clock Hours

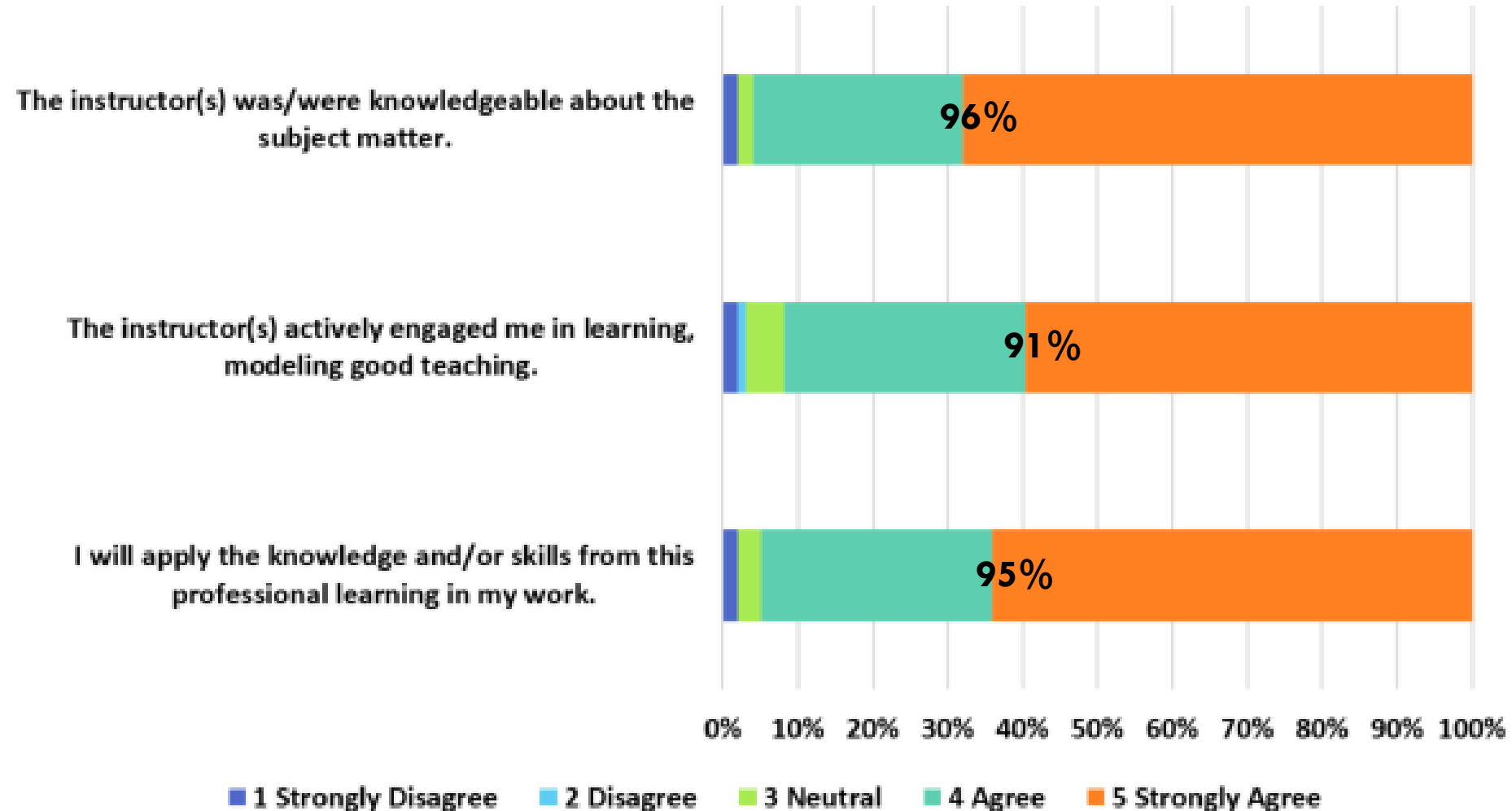
PLMS – Samples of Data Mining Opportunities

33

- 683 participants participated in 24 classes with an average of 28 individuals in each class (9/15/2018 and 02/20/2019).
- 401 (59%) of the 683 completed the end-of-class survey.
 - 44% of the attendees identified as elementary-level educators
 - 56% as secondary-level educators
- Years of Experience
 - 33%: First year
 - 11%: 1 – 5 years
 - 56%: 6 – 20 years
- 1,666 LWSD Clock Hours were awarded to the 683 participants.

PLMS Class Evaluation Data

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PLMS – Samples of Open-Ended Feedback

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“Great lesson! Honestly, I didn’t know really how I was going to implement success criteria other than knowing that I wanted to. This was really insightful!”

“I would love to hear more about how to set up my whole lesson focused on rigor and exploration, instead of just individual questions or single activities.”

“Great instructor! I will look for her classes from now on.”

“Great class—feel I could benefit from another session!”

“I felt the pace of the class was not as orderly and organized as it could have been.”

“It was great to take a class that was about increasing the rigor of academics in my classroom...”