

Havre Public Schools Professional Development Plan 2023-2024



Background: Administrative Rules of Montana 10.55.714

- (3) The local board of trustees shall establish an advisory committee to evaluate the school district's current school year professional development plan; and develop and recommend a plan for the subsequent school year.
- (a) The advisory committee shall include, but not be limited to, trustees, administrators, and teachers. A majority of the committee shall be teachers.
- (b) Each school year the local board of trustees shall adopt a professional development plan for the subsequent school year based on the recommendation of the advisory committee.
- (c) The plan recommended by the advisory committee and adopted by the local board of trustees shall outline how, when, and from whom teachers and specialists shall meet their professional development PIR day expectations.
- (d) The plan adopted by the local board of trustees must take into consideration the advisory committee's recommendations and include two professional development PIR days in October during which schools must close in order to permit teachers and specialists to attend the annual professional development meetings of state professional associations.
- (e) The adopted plan may include alternatives but shall not interfere with or prohibit teacher and specialist attendance at the annual October professional development meetings of state professional associations.
- (f) Teachers and specialists who do not attend the annual professional development October meetings of state professional associations or school district plan approved alternative professional development PIR days shall not be paid for the days they are absent.
- (g) Teachers, specialists, administrators, and school districts shall not substitute for professional development PIR day purposes professional development opportunities not specifically outlined in the school district's adopted professional development plan.
- (h) The local board of trustees shall make their plan available to employees and the public.

Havre Public Schools Board Policy #2100:

In addition, seven (7) pupil instruction-related days may be scheduled for the following purposes:

1. Pre-school staff orientation for the purpose of organization of the school year;
2. Staff professional development programs (minimum of three (3) days);
3. Parent/teacher conferences; and
4. Post-school record and report (not to exceed one (1) day, or one-half (½) day at the end of each semester or quarter).

The Board of Trustees has established an advisory committee to develop, recommend, and evaluate the school district's yearly professional development plan. Each year the Board of Trustees shall adopt a professional development plan for the subsequent school year based on the

recommendation of the advisory committee.

Professional Development Committee Members

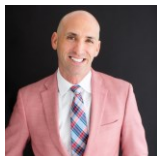
- Brittnee' Loch-Trustee
- Christin Hileman-Trustee
 - Erin Lynch-Teacher
 - Jamie Petty-Teacher
- Jeremiah Nitz-Administrator
 - Holly Bitz-Administrator
 - Tiffany Olsen-CSPD
- Patricia Ferguson-Teacher
 - Charla Moffit-Teacher
- Melissa Han-Administrator
- Hayley Criner-Administrator

August Institute Offerings 2023-2024

Brian Mendler (6 credits, 3 credits)

Motivating and Managing Hard to Reach, Uninterested and Disruptive Students

- **August 16 8:30-3:30**
- **August 17 8:00-11:00**
- **HHS Auditorium**



Brian Mendler has extensive experience working with challenging students in general ed, self-contained, and inclusion settings. He provides staff development training for K-12 educators throughout the world with the focus on how to be successful with even the most difficult students. He trains tens of thousands of educators every year and is a highly regarded dynamic speaker. Educators love his seminars, because he is able to provide strategies that work immediately for today's youth.

Mr. Mendler has recently authored a book titled, Watch Your Mouth, Non Negotiables for Success with Toughest Kids. The book provides educators with easy to use strategies for preventing and responding to difficult, disruptive, defiant and unmotivated behavior. He has also authored That One Kid, 2nd Edition and co-authored books, Turning Tough Parents into Strong Partners, Strategies for Successful Classroom Management, Power Struggles 2nd Edition, and the best seller Discipline With Dignity 4th Edition.

Shawna Heiser (6 credits)

- **August 7 8:30-3:30**
- **HHS Auditorium**



Shawna Heiser, MS BCBA, operates Special Learning 1-ON-1 LLC, a pediatric practice assisting clients with a wide variety of special needs. Shawna's specialty is working with families of children and adolescents with behavior, emotional, communication, and developmental disabilities. She currently consults with several school districts, early childhood intervention programs, and continues a private behavioral counseling practice. Shawna is also a Senior Lecturer of Psychology and received the Adjunct Professor of the Year Award in April 2013 for the College of Letters and Science. She has been at the college for 18 years now. Her motto in servicing children is Every Child Deserves an Opportunity for Independence.

Mariah Gladstone (6 credits)

A Taste of Indigenous Foods

- **August 14 8:30-3:30**
- **HMS Cafeteria**



Mariah Gladstone (Blackfeet, Cherokee) grew up in Northwest Montana. She graduated from Columbia University with a degree in Environmental Engineering and returned home where she developed Indigikitchen. Mariah has been recognized as a "Luce Indigenous Knowledge Fellow" through the First Nations Development Institute, a "Culture of Health Leader" through the Robert Wood Johnson Foundation, and an MIT Solve Indigenous Communities Fellow. She serves on the board of the FAST (Food Access and Sustainability Team) Blackfeet. Mariah completed her Master's Degree at SUNY - ESF through the Center for Native Peoples and the Environment.

During her full day of lectures and hands-on activities, she will be discussing the history of traditional foods and foodways, including lessons on geography, botany, wildlife biology, environmental science, nutrition, culinary arts,

and more. A cooking demonstration will feature one of her original recipes and the day will be capped off with a Native Teatime workshop. Using a variety of plants she has grown and foraged which have traditionally been used to make tea -- such as cedar, yarrow and mint -- Mariah will make some teas for participants to sample, then work with everyone to create their own personalized tea blends to take home.

ALICE-Jeremiah Nitz and Mark Irvin (3 credits)

- **HHS-August 9 12:30-3:30**
- **HMS-August 10 8:30-11:30**
- **Sunnyside-August 9 8:30-11:30**
- **Lincoln McKinley-August 10 12:30-3:30**
- **Highland Park-August 17 12:30-3:30**

ALICE Training® is a widely adopted, effective method of active shooter response training. ALICE Training® is now a part of Navigate360's suite of safety programs for schools, workplaces, and other communities. Navigate360 offers comprehensive solutions for active shooter preparedness and other safety and emergency measures. Together, these solutions usher in a new era where people replace fear and hopelessness with preparation and readiness in the face of violence (Active Shooter Training and Preparedness Solutions with ALICE, <https://www.alicetraining.com/about-us/>).

CPI-Jeremiah Nitz (6 credits, 3 credits)

- **August 14 and 15 8:30-3:30 (6) and 8:30-11:30 (3)**
- **August 14 HMS Library August 15 HMS Cafeteria**

Nonviolent Crisis Intervention (NCI) training is perfect for primary caregivers, educators and human service professionals who directly intervene in crisis situations; teaching staff de-escalation techniques as well as restrictive and nonrestrictive interventions (Nonviolent Crisis Intervention, Crisis Prevention Institute, <https://www.crisisprevention.com/Our-Programs/Nonviolent-Crisis-Intervention>).

First Aid/CPR-Jeri Zorn (3 credits)

- **August 9 8:30-11:30**
- **HHS Library**

The purpose of the courses in the First Aid/CPR/AED program is to help participants recognize and respond appropriately to cardiac, breathing and first aid emergencies to know to give immediate care to a suddenly injured or ill person until more advanced medical personnel arrive and take over First Aid/CPR/AED Program Fact Sheet, Red Cross, <https://www.redcross.org/content/dam/redcross/training-services/licensed-training-provider/FACPRAED-FactSheet-2017.10.20.pdf>).

Mandy Nitz (3 credits)

- **August 10 12:30-3:30**
- **HHS Room 210**

In this workshop, experiment with low-risk, low-stress, and engaging writing activities that can be easily adapted to any content area or grade level. After some exposure to writing strategies, each participant will engage in a lesson or unit plan that can be implemented in the classroom upon the completion of the workshop.

Erin Lynch-Project Archeology (6 credits)

- **August 10 8:30-3:30**
- **Sunnyside Erin Lynch's Room**

Join us for an exciting trip back in time to investigate archaeology! You will use this workshop to practice the basics of scientific inquiry (observation, inference, evidence, and classification) using authentic archaeological data. This is absolutely a 'must-do' course that will not only enhance your own understanding of archaeology, but also provide you with a comprehensive set of lessons that you can use right in your own classroom! Teachers of any content area will benefit from Project Archaeology, especially Social Studies and Science instructors; teachers are encouraged to attend this unique opportunity which will teach them Project Archaeology's acclaimed Investigating Shelter, an inquiry-based Social Studies and Science curriculum, and empower them with educating their peers on how to implement the curriculum in the classroom. The lessons provided will easily help you incorporate IEFA Essential Understandings into your current practices. This workshop will be presented by Havre Public School's own, Erin Lynch, a Project Archaeology Master Teacher.

Cory Gunderson-Google and Technology (3 credits)

- **August 8 and 17 8:30-11:30/12:30-3:30**
- **HHS Auditorium**

In this workshop explore elements of the Google Suite including applications and extensions as well as other components of technology (this is the same workshop offered on two different dates).

Grade Level/Department Meetings (6 credits)

- **August 8 and August 15 8:30-3:30**
- **Choose *one* date**
- **Agenda needs to be pre-approved by Assistant Superintendent at least 1 day prior to the meeting**

New Teacher Orientation (6 credits)

- **August 18 8:30-3:30**
- **HHS Library**

An opportunity for new teaching staff to be introduced to district policy and procedures. Other topics of interest include payroll, purchasing cards, copy center, email & logins, Infinite Campus, mentor program, collective bargaining agreement, and MTSS. Staff will also be introduced to their mentors whom they will work with throughout the school year.

August 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3 New Teacher/Mentor Meet and Greet 1:00	4	5
6	7 Shawna Heiser (6) 8:30-3:30 HHS Auditorium	8 Grade Level and Department Meetings (6) Technology/Google Cory Gunderson (3) 8:30-11:30 HHS Auditorium	9 CPR First Aid 8:30-11:30 HHS Library ALICE Training SS 8:30-3:30 (3) ALICE Training HHS 12:30-3:30 (3)	10 ALICE HMS 8:30-11:30 (3) Erin Lynch Project Archeology 8:30-3:30 (3) ALICE LM 12:30-3:30 (3) Mandy Nitz-Writing Across the Curriculum 12:30-3:30 (3)	11	12
13	14 Mariah Gladstone 8:30-3:30 (6) HMS Cafeteria CPI Part 1 8:30-3:30 (6) HMS Library	15 Grade Level and Department Meetings (6) CPI Part 2 8:30-11:30 (3) HMS Cafeteria	16 Brian Mendler 8:30-3:30 (6) HHS Auditorium	17 Brian Mendler 8:00-11:00 (3) HHS Auditorium ALICE HP 12:30-3:30 (3) Technology/Google Cory Gunderson (3) 12:30-3:30 HHS Auditorium	18 New Teacher Orientation (6) 8:30-3:30 HHS Library	19
20	21	22	23	24	25	26
27	28	29	30	31		