



Professional Development Update

Mark McIlmoyle
Director of Professional Development
August 3, 2023



Alignment of Professional Learning is critical for a school system.



Alignment of Professional Learning is critical in a school system.



Limited resources –
time and money.

Research available
to us to reveal what
works for student
achievement.

SO Wash CO SCHOOLS

MISSION
The mission of SoWashCo Schools is to educate students for success.

VISION
SoWashCo Schools will lead by example – working together with students, staff, families and community to support each student.

CORE VALUES

- CONNECTIONS**
 Building meaningful relationships through empathy, kindness, patience, and respect that lead to trust and understanding.
- INTEGRITY**
 Demonstrating care, reliability, and honesty while keeping students at the center of decision-making.
- EQUITY**
 Ensuring each individual receives what they need to reach their full potential.
- EXCELLENCE**
 Setting a high standard through quality instruction and opportunities with a focus on continuous improvement and risk-taking.
- EDUCATIONAL INNOVATION**
 Educating students through new ideas and methods that increase student engagement, and encourage creativity, critical thinking, and collaboration.

STRATEGIC DIRECTIONS

- THE STUDENT EXPERIENCE**
We will develop and implement systems that promote positive student interactions, amplify student voice, accept students for who they are, and welcome each of them as part of our community.
- MASTERY OF LEARNING AND EXPECTATIONS**
We will ensure student success by setting clear expectations, personalizing learning experiences, and encouraging students to own their education.
- STUDENT PATHWAYS AND SUPPORTS**
We will provide meaningful and relevant learning opportunities, and establish a system of academic and social-emotional support based on the needs of each student.
- OPERATIONS STAFFING AND FINANCE**
We will invest in our employees, and be accountable for effective and efficient management of resources.
- ENGAGEMENT AND PARTNERSHIPS**
We will work together to promote engagement and the sharing of resources to build stronger family and community connections.

What do we intentionally consider when designing/selecting learning?

1. **Strategic Priorities** provided in our Strategic Plan
 - A. **STUDENT EXPERIENCE**
 - B. **MASTERY OF LEARNING AND EXPECTATIONS**
 - C. **STUDENT PATHWAYS AND SYSTEMIC SUPPORTS**
 - D. **OPERATIONS, STAFFING AND FINANCE**
 - E. **ENGAGEMENT AND PARTNERSHIPS**
2. Available **data** at the school and district level.
3. **Relevancy** of content/skills to the various roles in the school system.
4. **Staff growth and evaluations** and their relationship to the Strategic Priorities.
5. **Modelling research/evidence-based practices** we want to see students experience in the classroom.

Upcoming Events in August 2023



DATE	EVENT	PURPOSE	LOCATION
August 14-16	Tech Camp	SoWashCo teachers engage in 3 days of curriculum writing experiences driven by collaborative learning with a focus on tech integration.	Oltman Middle School
August 17	SIP Retreat (School Improvement Plan)	SIP teams from each school gather to create school improvement plans aligned to our <i>Strategic Priorities</i>	East Ridge High School

Upcoming Events in August 2023



DATE	EVENT	PURPOSE	LOCATION
August 21-24	Probationary Academy	Provide meaningful, differentiated professional learning for probationary staff. Required: aligned with Strategic Priorities and SoWashCo initiatives	Oltman Middle School
August 28-31	District Workshop Week <ul style="list-style-type: none"><input type="checkbox"/> 1.5 Days School/Site Planned<input type="checkbox"/> District Welcome Back (1 day of PD)<ul style="list-style-type: none">- Elementary- Secondary Focus: Literacy	District- and site-based professional learning aligned with Strategic Priorities and SoWashCo Initiatives.	Individual Sites Oltman Middle School Park High School

Probationary Academy August 21-24

Features:

- Day 1: New Probationary Teacher (P1) and New-to-Us Probationary Teacher (P3+) Orientation
- Differentiated Instruction for P1, P2, P3, P3+
- Instructional Coaches present for 3 days (building relationships)
- Day 4: Student voice incorporated into PD
- Design of learning anchored in Danielson's revised Framework for Effective Instruction

Day 1

Monday, August 21, 2023

Principled Teaching

Day 2

Tuesday, August 22, 2023

Learning Environment

Day 3

Wednesday, August 23, 2023

Learning Experiences

Day 4

Thursday, August 24, 2023

Planning & Preparation

Tech Camp August 14-17

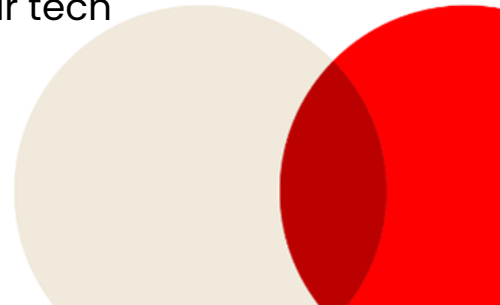
Features:

1. **Ken Shelton (national/international speaker)**

- Keynote
- Administrator/leader session
- Breakout sessions
- Executive Cabinet/Director strategic planning

2. **Key Numbers:**

- 40 teacher/instructional coach/tech coach facilitators
- 345 registered participants
- 80+ individual sessions that teachers can attend to grow their tech integration skills



SIP (School Improvement Plan) August 17



Features:

1. **What remains from the previous format:**

- Same theory of action as previous years, with updated goal areas
- Emphasis on representation on SIP teams (roles, experience, etc.)
- Emphasis on continuous measurement and reflection
- Action plan for each site or department to enact the strategic plan in their specific area

2. **Revised 3 year SIP format**

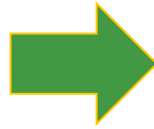
- Aligned to Strategic Directions
- Challenge sites to evaluate which phase their work is in: standard, implementation, learning phases
- Expanded from 3 goal areas to 5

Expanding SIP Goals



2022-2023 SIP Goal Areas

- Personalized Learning
- Student Climate and Culture
- Adult Climate and Culture



2023-2026 SIP Goal Areas

- The Student Experience
- Mastery of Learning and Expectations
- Student Pathways and Supports
- Operations, Staffing and Finance
- Engagement and Partnerships



District PD Day August 29, 2023



Features:

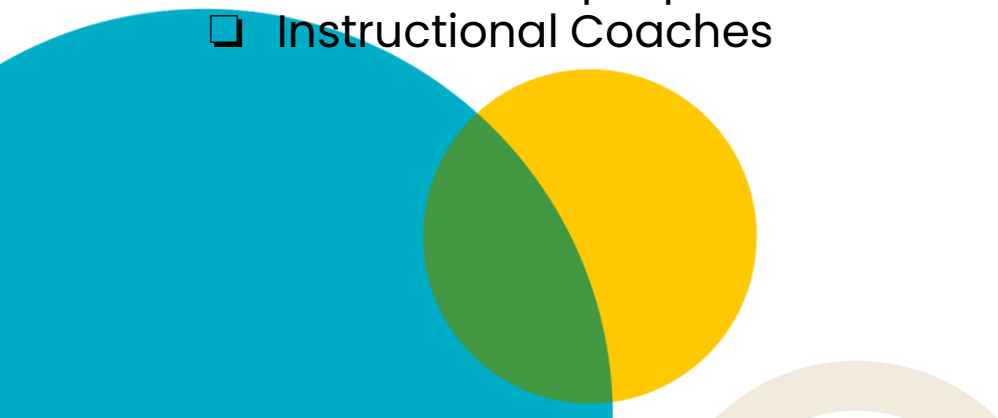
1. **All-School Welcome Back** – Supt. Julie Nielsen 7:30–9:45 a.m.
2. **District Elementary PD and Secondary PD** – 10 a.m. – 3:30 p.m.
3. **Assurance of Compliance/Annual Trainings** – 90 minutes provided

Elementary (Oltman Middle School)	Secondary (Park High School)
<p>Focus:</p> <ul style="list-style-type: none"><input type="checkbox"/> Literacy, Math, Science, Health<input type="checkbox"/> Specialists: Content Area PLCs (Professional Learning Communities)<input type="checkbox"/> Assurance of Compliance	<p>Focus:</p> <ul style="list-style-type: none"><input type="checkbox"/> Disciplinary Literacy<input type="checkbox"/> Co-Teaching<input type="checkbox"/> High Impact Practices in the Classroom<input type="checkbox"/> Assurance of Compliance

Monitoring and Assessing Staff Professional Learning Experience(s)



- Advisory Staff Development Committee meetings
 - October 25, 2023
 - January 24, 2024
 - March 27, 2024
 - May 22, 2024
- Staff surveys
- Site leadership input
- Instructional Coaches



2023-24 Professional Learning EC-12+ Looking Ahead



2023-2024 STAFF CALENDAR

Important Dates

August

- 8 - Primary Election, No meetings 6-8 p.m.
- 21 - New Teacher Orientation
- 29-30 - SoWashCo Probationary Academy
- 25 - Teacher Workday
- 28-30 - Professional Development
- 31 - K-5 Assessment Day

September

- 4 - Employee Holiday
- 5 - First Day of School Grades 6 and 9
- 5 - K-5 Assessment Day
- 6 - First Day of School Grades K-5, 7-8, 10-12
- 28 - ATTPS Day - No School K-12

October

- 8 - K-5 Prep Day
- 18 - No School K-5
- 18 - Asynchronous Learning Day 9 & 12
- 18 - Pre-ACT/Practice ACT Test 10-11
- 19-20 - Fall Break - No School K-12

November

- 7 - Professional Development Day
- 7 - No School K-12
- 7 - Election Day, No meetings 6-8 p.m.
- 21 - End of Trimester 1
- 22 - Teacher Workday
- 22 - No School K-12
- 23-24 - Employee Holiday

December

- 22-29 - Winter Break - No School K-12
- 25 - Employee Holiday
- 28 - Employee Holiday
- 29 - Employee Holiday

January

- 1 - Employee Holiday
- 2 - Teacher Workshop
- 2 - No School K-12
- 15 - Employee Holiday
- 28 - Professional Development Day
- 29 - No School K-12

February

- 8 - K-5 Prep Day
- 19 - No School - Presidents Day

March

- 1 - End of Trimester 2
- 4-8 - Spring Break
- 19 - Teacher Workday
- 19 - No School K-12
- 29 - Employee Holiday

April

- TBD - 10-11 MCA Testing
- TBD - Seal of Biliteracy Test
- TBD - 9 and 12 Asynchronous Learning Day
- TBD - Science MCA
- TBD - ACT Testing
- TBD - 9-10 and 12 Asynchronous Learning Day
- 28 - No School K-12

May

- 27 - Employee Holiday

June

- 4 - Grade 12 Last Day of School
- 5 - K-12 Last Day of School
- 6 - ATTPS Day
- 7 - Teacher Workday
- 19 - Employee Holiday

July

- 4 - Employee Holiday

*Flexible learning days may only affect certain grades.

All dates and events are subject to change

- Non-school Day
- Employee Holiday
- Professional Development Day
- 6-12 Work / Prep / Workshop Day
- ATTPS Day
- K-5 Work / Prep / Workshop Day
- New Teacher Orientation / Probationary Teacher Academy
- K-12 Work / Prep / Workshop Day
- Election Day
- Secondary Testing / Asynchronous Learning Day
- First / Last Day of School / Trimester
- K-5 Assessment Day

2023-2024 Professional Development Days

- November 7, 2023
 - District PD Day
- January 29, 2024
 - District PD Day

Anticipated Focus at both levels:

- Literacy