

Professional Development Plan

2025 - 2026

Table of Contents

Table of Contents.....	1
Mission Statement, Core Values, and Goals.....	2
Introduction.....	3
Professional Development Overview.....	4-5
Professional Development 2025-2026 Schedule.....	6-7

Hazelwood School District

Mission Statement

In a culture of high expectations and excellence, our students will become lifelong learners equipped with 21st-century skills for success as global citizens.

Core Value Statements

- High student achievement based on multiple measures, as we prepare students to become global citizens.
- A diverse staff that is caring, culturally competent, well-trained, and highly effective in their roles.
- Holding ourselves accountable for a culture of excellence with high standards in both academics and behavior.
- Maintaining fiscal responsibility of the district's assets and resources while utilizing best financial practices.
- A supportive learning environment that fosters healthy socio-emotional development for all students.
- Preparing students with global thinking and skills to make them productive in college, career, and life in the 21st century.
- Community involvement that drives high parental and community/stakeholder engagement, effective partnerships, and positive relationships with informative communication.

Hazelwood School Districts' Strategic Plan Goals

Goal 1 – Improve Student Achievement

Goal 2 – Differentiate and Expand Resources and Services for Students

Goal 3 – Enhance Professional Growth

Goal 4 – Maintain Fiscal Responsibility

Goal 5 – Increase Parent and Community Involvement

Introduction

The Hazelwood School District is committed to providing educators with the professional learning experiences that advance their ability to serve the needs of Hazelwood students. These professional learning experiences provide our educators with the knowledge and skills necessary to collaborate as a solution-oriented team, focus on and close learning gaps, support socioemotional needs, approach all challenges with growth mindsets, and equip our students to become lifelong learners with 21st-century skills for success as global citizens.¹

We will:

- Improve fidelity of the curriculum's implementation¹
- Provide high-quality training to staff on culturally proficient instruction and how to integrate culturally responsive activities and diverse resources.^{1, 2}
- Provide teacher efficacy training to help teachers develop ownership of student learning.²
- Provide high-quality training to staff on exploring strategies for supporting and connecting with challenging students who may have a history of trauma²
- Provide training to teachers on strategies that promote classroom discussion and ensure every student's voice is heard.²
- Provide training to certified and non-certified staff on customer service, conflict mediation, and communicating with culturally diverse populations. Ensure training includes role-play and real-life scenarios.²
- Implement district-wide cultural competence training requirements, including acknowledgment of and responses to bias (both explicit and implicit).²
- Provide de-escalation processes for minimizing aggressive behaviors

Whenever possible, our professional learning opportunities will provide staff with both choice and differentiation opportunities. Educators will frequently be able to choose what offerings they are interested in participating in and sessions will be differentiated by grade level spans and/or the levels of understanding on the topic.

¹ Hazelwood School District Strategic Plan

² Diversity, Equity, and Inclusion Action Plan

Professional Development 2025-2026 School Year

During the 2025–2026 school year, the Professional Development Department, in collaboration with the Curriculum, Instruction & Assessment and Student Service departments, will offer diverse professional learning opportunities to support both new and continuing initiatives. Our focus areas will include, but are not limited to, the following topics:

1. Cultural Competence
2. Culturally Responsive Teaching
3. Data Driven Differentiated Instruction (i-Ready Personalized Instruction, IXL, DNA Renaissance)
4. Effective Learner-Centered Strategies
5. High Quality Tier 1 Math Curriculum (i-Ready Classroom Mathematics, enVisions)
6. Multi-Tiered Behavioral Systems
7. Student Information System (Infinite Campus)
8. Supportive Learning Environments (classroom management, trauma-informed, de-escalation, and/or restorative practices).

Staff have the opportunity to participate in a variety of professional development activities throughout the school year, including sessions held after school and during the summer. This plan outlines both the designated days and the professional development opportunities provided by the Professional Development Department.

Summer Institute

- A. Professional Development Summer Institute: The Professional Development Department offers selected learning opportunities aligned with the District's initiatives and identified needs.
- B. Teacher Designed Summer Institute Sessions: Summer Institute is Hazelwood's teacher-driven professional development opportunity. Teachers, either individually or in small groups, decide on a topic to explore that will build their instructional capacity. The learning opportunities align with school and/or district plans.

Onboarding

New Teacher Orientation Week (July 28- August 1): The week of orientation activities will encompass an introduction of the approved curriculum, classroom management, and an overview of Hazelwood School District's policies.

2025-2026 School Year

- A. Dyslexia Training: Two-hour yearly mandate, a yearly requirement by the state of Missouri. The district will differentiate professional development by utilizing various options based on educational roles, grade levels, or student/teacher needs.
- B. Professional Development, Curriculum and Instruction, Student Services: Professional Learning opportunities for staff
- C. Building Professional Development: The 2025-2026 school year professional development opportunities will be driven by site-based needs. Each site will develop a professional development plan that is driven by the site's needs assessment and school improvement plan.
- D. Induction/Onboarding: Administrator Onboarding/Induction, including new Principals and Assistant Principals. The curriculum will encompass systems, technology, HR, legal, discipline, C&I, and other relevant topics
- E. Continuation of Trauma-informed, De-Escalation, and Restorative Practices (TDR).

Professional Development Schedule 2025-2026

The District Professional Development Department, in collaboration with the Curriculum, Instruction & Assessment, Student Services departments, and Professional Development Committee, will share responsibility for developing these opportunities for staff. The 2025–2026 professional development calendar dates are listed below.

Back to School		
ALL LEVELS 8:30 - 11:30 Morning 11:30 - 12:30 Lunch on your Own 12:30 - 3:30 Afternoon	August 5, 2025	Morning: Building Professional Development
		Afternoon: District Professional Development
	August 6, 2025	District Professional Development
	August 7, 2025	District Professional Development
	August 11, 2025	Teacher Work Day
	August 12, 2025	Morning: Convocation
		Afternoon: Building Professional Development
	August 13, 2025	Teacher Work Day
	August 14, 2025	District Professional Development
	August 15, 2025	Building Professional Day

Blue: Building's Responsibility
 Green: District's Responsibility

Professional Development Days

Schools	Professional Development Days	Professional Development
ALL LEVELS 8:30 - 11:30 Morning 11:30 - 12:30 Lunch on your Own 12:30 - 3:30 Afternoon	August 29, 2025	District Professional Development
	October 17, 2025	Morning: District Professional Development
		Afternoon: Records Day
	February 13, 2026	District Professional Development
	March 13, 2026	Morning: District Professional Development
Afternoon: Records Day		


Records Day: ½ day increments shall be used for instructional planning/preparation time for teachers.
 Blue: Building’s Responsibility
 Green: District’s Responsibility

Early Dismissal Days

Schools	Early Dismissal Days	Professional Development
ALL LEVELS Elementary 1:50 - 3:50 Middle 1:00 - 3:00 High 12:15- 2:15	September 17, 2025	SLOs*
	October 8, 2025	Dyslexia Training
	November 12, 2025	District Professional Development
	January 21, 2026	Building Professional Development
	February 11, 2026	Building Professional Development
	March 11, 2026	Building Professional Development
	April 15, 2026	Building Professional Development
		District Professional Development

*SLO: Student Learning Objectives
 Blue: Building’s Responsibility
 Green: District’s Responsibility

Hazelwood School District



"A Culture of High Expectations and Excellence!"