



School District of Marshfield

## PROFESSIONAL DEVELOPMENT PROGRAM

*"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."*

- Rita Pierson

## Overview and Rationale

The purpose of the School District of Marshfield Professional Development Program is to improve outcomes for all students. Highly effective teachers possess a deep repertoire of skills, advanced knowledge of content and learning processes and demonstrate positive dispositions toward students. They are reflective and collaborative. Dedicated job-embedded learning elevates the importance of continuous, career long learning as a professional responsibility of all educators and aligns the focus of their learning to the identified needs of students they serve.

### Key Ideas

- Effective teaching and learning results in higher rates of learning for all students.
- Educators seek practical and effective methods, techniques, and knowledge to advance student learning; academically and behaviorally.
- Motivation to innovate is both internally and externally driven.
- Collaborative instructional efforts are more powerful than individual efforts.
- Leadership is developed over time, over settings and through opportunities that directly support the District's priorities.
- Coaching, mentoring, and team participation improve professional competence.
- Evidence and accountability result from an investment in professional development.
- Professional learning embedded into educators' workdays increases the opportunity for all educators to receive individual, team, or school-based support within the work setting to promote continuous improvement.

### Goals

The three goals of professional development are:

1. Improve student outcomes.
2. Provide a relevant and responsive educational environment.
3. Develop a culture of continuous improvement.

### Structure

#### *Job-Embedded Professional Development*

Job-embedded professional development refers to teacher learning that is grounded in day-to-day teaching practice and is designed to enhance instructional practices with the intent to improve student learning. Job-embedded professional development focuses on quality instruction and student achievement.

Professional staff who choose to participate in the district professional development program will commit to the work equivalent to 5 units and compensation of \$50.00 per unit per school year. The 5 units and compensation encompass all activities required to earn satisfactory completion resulting in compensation. These required activities include:

1. Commitment to all meeting times required of professional development offering. During these meeting times, professional staff will learn, participate, receive theory, demonstrate, model and practice in a group setting led by a highly qualified instructor.
2. Develop a Professional Learning Plan or comparable as a guide of implementation. The Professional Learning Plan will explicitly describe your action steps to improve the academic, behavior, and social learning of our students by improving classroom and school practices. The plan will describe elements of the specific PD strand embedded into time spent with learners. Participants will also describe ways to measure progression in the implementation plan.
3. All plans will be submitted to, and reviewed by, the Director of Teaching and Learning. Other reviewers may include professional development strand facilitators and/or members of the administrative team such as principals and the superintendent. Participants will be given guidance with activity rubrics found on the professional development page of the district website.

### *Program Procedures*

- District approved Professional Development events will be emailed and posted on the district website.
- Staff can register for multiple Professional Development strands, however, will only be allowed to submit a plan for one strand totaling 5 units and \$250.00 in supplemental pay. Staff who have reached maximum allowable units will be compensated \$250.00 in supplemental pay.
- Each district offering consists of multiple meetings and accepting coaching/leading activities throughout the school year.

### *Eligibility for Participation*

- All School District of Marshfield professional staff.

### *For More Information*

- Contact Kim Ziembo, Director of Teaching and Learning  
[ziembo@marshfieldschools.com](mailto:ziembo@marshfieldschools.com)  
(715) 387-1101 X1115

## **REPEATED OFFERING: SCIENCE OF READING- LEXIA LETRS (LANGUAGE ESSENTIALS FOR TEACHERS OF READING AND SPELLING) VOLUME 1 TRAINING**

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning*

*Recommended Audience: All Elementary Educators, 7-12 English Educators, K-12 Special Education & Intervention Educators, K-12 Speech & Language Pathologists, K-12 School Psychologists, English Language Learner (ELL) Instructor/Coaches, and **any individual interested in the science behind the foundations of reading.***

**Presenter(s): Melissa Christenson, School District of Marshfield Literacy Specialist**

*Capacity: 40 participants*

### **Course Description**

The Lexia LETRS Suite is a comprehensive professional learning course grounded in the **science of reading** and designed to equip educators, specialists, and leadership with deep knowledge and practical skills for effective literacy instruction. This research-based course focuses on the **how, what, and why** of literacy acquisition, ensuring that educators understand the cognitive processes behind learning to read and how to apply evidence-based strategies in their classrooms and during targeted literacy intervention.

**LETRS Volume 1** explores the **foundational components of literacy**, including phonemic awareness, phonics, fluency, vocabulary, and comprehension. Educators will gain a deeper understanding of the structure of language and how to deliver **explicit, systematic instruction** that meets the needs of all learners. By developing a strong grasp of literacy development, educators can effectively diagnose language and reading difficulties, implement appropriate interventions, and foster long-term student success.

### ***Dates and Times:***

Tuesday, July 7, 2026

12:30pm-4:00pm

and

Wednesday, July 8, 2026

12:30pm-4:00pm

and

Thursday, July 9, 2026

12:30pm-4:00pm

and

Tuesday, July 14, 2026

12:30pm-4:00pm

and

Wednesday, July 15, 2026

12:30pm-4:00pm

and

Thursday, July 16, 2026

12:30pm-4:00pm

This course includes both **in-person sessions and online modules**. While the in-person component will be completed during the summer, participants will have until **May 15, 2027**, to complete the online modules in order to successfully complete this professional development opportunity.

Additionally, the online component will serve as a substitute for the **Personal Learning Plan (PLP)** requirement.

**[ENROLL HERE- LEXIA LETRS](#)**

## **REPEATED OFFERING: DEEPENING LITERACY INSTRUCTION: BUILDING ON LETRS VOLUME 1 & ACT 20**

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning*

*Audience: All K-12 Educators who successfully completed LETRS Volume 1 Training*

***Prerequisite: Successful Completion of LETRS Volume 1 Training***

***Presenter: Melissa Christenson, School District of Marshfield Literacy Specialist***

*Capacity: 40 participants*

### **Course Description**

This professional development opportunity is designed for educators ready to take their literacy instruction to the next level. Building on the foundation of Lexia LETRS training and Year 1 of Act 20 implementation, participants will dive deeper into essential components of effective literacy practices. Activities will focus on deepening your understanding of the aimswebPlus/ STAR screener, leveraging diagnostic assessments to pinpoint student needs, and implementing targeted interventions. Educators will also explore how to maximize the impact of the core and intervention resources through science-based instructional strategies.

### ***Dates and Times:***

Tuesday, September 22, 2026

3:30pm-5:30pm

and

Tuesday, October 20, 2026

3:30pm-5:30pm

and

Tuesday, November 3, 2026

3:30pm-5:30pm

and

Tuesday, November 10, 2026

3:30pm-5:30pm

and

Tuesday, December 1, 2026

3:30pm-5:30pm

and

Tuesday, January 5, 2027

3:30pm-5:30pm

and

Tuesday, January 26, 2027

3:30pm-5:30pm

and

Tuesday, February 2, 2027

3:30pm-5:30pm

and

Tuesday, February 23, 2027

and

Tuesday, March 2, 2027

3:30pm-5:30pm

and

Tuesday, April 6, 2027

3:30pm-5:30pm

## **ENROLL HERE- DEEPENING LITERACY INSTRUCTION**

### **TIER 2 MATH INSTRUCTION**

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning*

*Audience: K-8 Math Educators (classroom, special education, intervention) & 9-12 Math Educators who provide foundational intervention (middle school concepts)*

*Capacity: Unlimited*

#### **Course Description**

This professional learning strand focuses on strengthening Tier 2 supports within a Multi-Tiered System of Support (MTSS) for mathematics. Participants will build their capacity to use universal screening data to identify students in need of additional support and to select appropriate diagnostic assessments that uncover specific skill strengths and areas for growth.

Through this process, educators will deepen their understanding of how to connect data to instruction by designing and delivering targeted, skill-based interventions during designated intervention time. The strand will also explore accessible mathematics intervention programs, tools, and structures that support effective implementation and maximize student outcomes.

By the end of this learning experience, participants will be equipped with practical strategies and a clear approach to ensure that all students receive timely, responsive, and meaningful mathematical support.

#### ***Dates and Times:***

#### ***Option #1 (Mathematic Instructors/Specialists K-6th Grade)***

#### ***Dates and Times:***

Monday, July 20, 2026

12:30pm-4:30pm

and

Tuesday, July 21, 2026

12:30pm-4:30pm

and

Wednesday, July 22, 2026

12:30pm-4:30pm

and

Thursday, July 23, 2026

12:30pm-4:30pm

and

Tuesday, October 13, 2026

3:30pm-5:30pm (virtual)

and

Tuesday, December 15, 2026

3:30pm-5:30pm (virtual)

and

Tuesday, January 12, 2027

3:30pm-5:30pm (virtual)

## **ENROLL HERE- TIER 2 MATH INTERVENTION GRADES K-6**

***Option #2 (Mathematic Instructors/Specialists 7<sup>th</sup> & 8<sup>th</sup> Grade & those who provide foundational intervention- middle school concepts)***

***Dates and Times:***

Monday, July 20, 2026

8:00am-12:00pm

and

Tuesday, July 21, 2026

8:00am-12:00pm

and

Wednesday, July 22, 2026

8:00am-12:00pm

and

Thursday, July 23, 2026

8:00am-12:00pm

and

Monday, October 12, 2026

3:30pm-5:30pm (virtual)

and

Monday, December 14, 2026

3:30pm-5:30pm (virtual)

and

Monday, January 11, 2027

3:30pm-5:30pm (virtual)

**[ENROLL HERE- TIER 2 MATH INTERVENTION GRADES 7-12](#)**

## RESTORATIVE PRACTICES

*District Priority Area: Social-Emotional Well-Being of All Students & Continuous Improvement and Innovation in Teaching & Learning*

*Audience: 4K-12 Professional Staff (recommended for PBIS leadership and committee members)*

**Presenter: Cassie Kulibert, District Connect Educator Enrichment Coordinator**

*Capacity: 40 participants*

### Course Description

Restorative Practices offers a powerful, evidence-based approach to strengthening classroom and school communities while reducing disciplinary issues. This professional development series provides educators with practical strategies to improve classroom community while decreasing behavioral incidents and increasing instructional time. Participants will leave with tools to build authentic relationships, foster student accountability, and address conflicts before they escalate. The series also builds skills to empower students as leaders in peer resolution.

### ***Dates and Times:***

Tuesday, July 28, 2026

9:00am-3:00pm

and

Wednesday, July 29, 2026

9:00am-3:00pm

and

Friday, July 31, 2026

9:00am-3:00pm

and

Monday, September 21, 2026

3:30pm-5:30pm

and

Monday, October 19, 2026

3:30pm-4:15pm

and

Monday, November 16, 2026

3:30pm-5:30pm

and

Monday, January 25, 2027

3:30pm-4:15pm

**[ENROLL HERE- RESTORATIVE PRACTICES](#)**

## ARTFUL TEACHING: ENGAGING STRATEGIES FOR TODAY'S VISUAL ART LEARNERS

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning- Continuous Curriculum Review*

*Audience: K-12 Art Educators*

**Presenter: The Art of Education University**

### Course Description

Connect with a global community of art educators while gaining practical strategies and resources you can use immediately in the classroom. You will meet and learn together with, and from, expert artists, authors, and educators, drawing inspiration and sharing current best practices. This experience also includes a certificate of completion worth 23 hours of professional development, meaningful community-building opportunities with thousands of fellow art teachers, expertly designed resources and downloads for classroom use, and access to session content for an entire year.

Participants will explore a variety of engaging topics, including, but not limited to:

- Formative Assessment Strategies
- Creativity Exercises for Every Level
- Strategies for Student Engagement
- Growth Mindset in the Art Room

### ***Dates and Times:***

Friday, July 31, 2026

7:00pm-9:00pm

and

Saturday, August 1, 2026

10:00am-3:00pm

and

Sunday, August 2, 2026- May 15, 2027, **Facilitator Oversight** (*8 hours completion of 20+ presentations- as part of the NOW virtual series*)

and

September 1, 2026- May 15, 2027, **Facilitator Oversight** (*8 hours certificate completion in Pro Learning platform*)

**[ENROLL HERE- ARTFUL TEACHING](#)**

## FIRST STEPS IN MUSIC: BUILDING TUNEFUL, BEATFUL, AND ARTFUL LEARNERS

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning- Continuous Curriculum Review*

*Audience: Elementary music educators, EC/4K- 3<sup>RD</sup> grade classroom educators and specialist who have not yet participated in Sing, Move, & Play: First Steps in Music PD strand*

**Presenter: Feierabend Association for Music Education (FAME)**

*Capacity: 15 participants- Priority to elementary music educators*

### Course Description

This course is designed for music and classroom educators in kindergarten through third grade, as well as early childhood and 4-year-old kindergarten teachers who are committed to nurturing young children's musical development. Grounded in Dr. John Feierabend's *First Steps in Music* approach, participants will explore how to intentionally develop children's ability to become **tuneful, beatful, and artful**.

Educators will engage in developmentally appropriate practices that support learners from preschool through primary grades, with adaptable strategies for children at varying stages of musical growth. The course emphasizes the use of rich, high-quality source materials, including folk songs, rhymes, and classical music, to build a strong musical foundation.

Participants will learn how to lead engaging and effective music experiences using a wide variety of activities such as Echo Songs, Call-and-Response Songs, Simple Songs, SongTales, Action Songs, Circle Games, and Beat Motion activities. These experiences are designed to support both classroom teachers and music specialists in creating joyful, musically rich environments.

By the end of the course, educators will feel confident in their approach to teaching music and embedding music into the classroom environment.

### ***Dates and Times:***

Friday, September 18, 2026

6:00pm-10:00pm

and

Friday, September 25, 2026

6:00pm-10:00pm

and

Friday, October 2, 2026

6:00pm-10:00pm

and

Friday, October 9, 2026

6:00pm-10:00pm

and

Friday, October 16, 2026

6:00pm-10:00pm

and

Friday, October 23, 2026

6:00pm-10:00pm

**[ENROLL HERE- FIRST STEPS IN MUSIC](#)**

# COMPREHENSIVE MUSICIANSHIP THROUGH PERFORMANCE: IGNITING YOUR MUSIC CLASSROOM

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning- Continuous Curriculum Review*

*Audience: K-12 music educators*

**Presenter: Comprehensive Musicianship through Performance (CMP)**

## Course Description

Designed for K–12 music educators across all settings, instrumental, vocal, and general music, this course offers an authentic professional learning experience created and led by practicing teachers. Grounded in a Comprehensive Musicianship through Performance (CMP) approach, participants will examine current educational initiatives and explore how they align with meaningful music instruction.

Participants will observe demonstration classes led by master teachers, providing an opportunity to see effective, student-centered instruction in action. These experiences will spark reflection, helping educators consider how they can adapt these approaches to align with their own teaching style, classroom context, and students’ needs.

The course emphasizes collaboration and professional dialogue. In small group settings, participants will discuss ideas, ask questions, and learn from colleagues across the country, gaining fresh perspectives and practical strategies.

This experience culminates in the development of a personalized teaching plan that is both realistic and immediately applicable. Blending inspiration with practicality, this course supports educators in refining their craft and advancing their professional goals while reinvigorating their passion for teaching music.

### ***Dates and Times:***

Monday, July 6, 2026

8:00am-9:00pm

and

Tuesday, July 7, 2026

8:00am-9:00pm

and

Wednesday, July 8, 2026

8:00am-9:00pm

and

Thursday, July 9, 2026

8:00am-4:00pm

**[ENROLL HERE- IGNITING YOUR MUSIC CLASSROOM](#)**

## BUILDING EDUCATOR RESILIENCE & WELL-BEING

*District Priority Area: District Priority Area: Social-Emotional Well-Being of All Students & Continuous Improvement and Innovation in Teaching & Learning*

*Audience: K-12 Professional Staff*

**Presenter/Facilitator: Cassie Kulibert, District Connect Educator Enrichment Coordinator**

*Capacity: 40 participants*

### Course Description

As professionals working in the world of education, strengthening resilience and personal well-being equips us to create positive, supportive environments where students feel safe, engaged, and ready to learn. Through this interactive and collaborative professional development strand, educators will prioritize their well-being while developing practical, evidence-based strategies to manage stress, maintain a healthy work-life balance, and sustain a passion for education.

Participants will build a personalized toolkit of techniques that can be implemented immediately in both professional and personal lives, while also cultivating a positive mindset and recognizing the ability to take intentional steps to support their own well-being.

Whether new to teaching or a veteran educator, this strand offers an opportunity to invest in your resilience and well-being, benefiting not only yourself, but also the students you serve. Discover how to not just survive, but truly thrive.

### ***Dates and Times:***

Tuesday, August 4, 2026

9:00am-3:00pm

and

Thursday, September 17, 2026

3:30pm-5:30pm

and

Thursday, October 15, 2026

3:30pm-5:00pm

and

Thursday, November 19, 2026

3:30pm-5:30pm

and

Thursday, December 17, 2026

3:30-5:00pm

and

Thursday, January 14, 2027

3:30pm-5:30pm

and

Thursday, February 18, 2027

3:30pm-5:00pm

and

Thursday, March 25, 2027

3:30pm-5:30pm

and

Thursday, April 15, 2027

3:30pm-5:00pm

and  
Thursday, May 13, 2027  
3:30pm-5:30pm

## **ENROLL HERE- BUILDING EDUCATOR RESILIENCE & WELL-BEING**

### **ADVANCED PLACEMENT (AP) SUMMER INSTITUTE**

*District Priority Area: Continuous Improvement and Innovation in Teaching & Learning- Continuous Curriculum Review Model*

*Audience: 9-12 Advanced Placement Teachers*

**Presenter: College Board**

*Capacity: 4 participants*

#### **Course Description**

The College Board is a mission-driven organization that connects students to college success and opportunity. Each year, the College Board helps millions of students prepare for a successful transition to college through programs and services in college readiness and college success. The organization also serves the education community through research and advocacy on behalf of students, educators, and schools.

This professional learning opportunity offers a unique learning experience for teachers interested in expanding their knowledge of AP course content, structure, and methodology. Learn from experienced AP consultants who are dedicated to improving student achievement by providing teachers with valuable tools and strategies for their classrooms.

## **ENROLL HERE- ADVANCED PLACEMENT SUMMER INSTITUTE**

### **COMMUNITY OUTREACH**

*Audience: 4K-12 Professional Staff*

**Facilitator: Kim Ziembo, Director of Teaching & Learning**

**Presenter: You (see below)**

*Capacity: 20 participants*

Join us as we flip the script on traditional professional development! This opportunity is intended to empower our talented educators and specialists to take the lead in sharing their knowledge and skills with the wider community. Rather than the typical model where educators attend professional development to learn, this approach invites our 4K-12 professional staff to step into the role of leading learning for adults and offering valuable learning experiences to members of our community. It is a chance for our staff to showcase their strengths and passions while making a meaningful contribution to appreciative members of our community.

Our staff may cover a diverse range of topics, spanning from practical skills like computer and technology proficiency, artistry, nutrition, welding, home maintenance, mental health topics, etc. The list could go on and on. The possibilities are endless.

Those interested in this option as their professional development of choice should enroll below. Additional information will be sent to review guidelines and processes. Enrolling below does not commit to you. Instead, it shows you would like to know more information.

## **ENROLL HERE- COMMUNITY OUTREACH**

### **NEW CONCEPT: INDIVIDUALIAZED LEARNING**

*Audience: 4K-12 Professional Staff*

**Facilitator: Kim Ziembo, Director of Teaching & Learning**

**Format:**

This professional development option provides professional staff with the opportunity to pursue meaningful, self-directed professional development aligned to their specific role, content area, or area of professional growth. Staff may request approval to participate in a single external learning experience that supports their practice and contributes to student success.

To ensure high-quality learning and responsible use of district resources, all proposed professional development must meet established criteria and include clear evidence of active participation and completion. For more information, please contact Kim Ziembo at [ziembo@marshfieldschools.org](mailto:ziembo@marshfieldschools.org). Additional information will be sent to review guidelines and processes