

Havre Public Schools Professional Development Plan 2026-2027



Professional Development Committee Members:

- Kelly Compton-Trustee
- Jake Ingram-Trustee
- Tabitha Geda-Teacher
- Kathryn Holt-Teacher
- Sara Horinek-Teacher
- Zach Reddig-Teacher
- Megan Roth-Teacher
- Caden Dees- Paraprofessional/Union Rep
- Lisa Passon- MTSS Director
- Heather Haney-Administrator
- Kassie Johnson-Administrator
- Holly Bitz-Assistant Superintendent

August Institute Offerings 2026-2027:

New Teacher Orientation (6 credits)

- **August 3 from 8:30 AM-3:30 PM**
- **Robins Banner Room**

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, policies, collective bargaining agreement, Question. Persuade. Refer. (QPR), and MTSS. Staff will also be introduced to their mentors, administrators, and HPS School Board members whom they will work with throughout the school year.

9 Essential Skills for the Love and Logic Classroom #2 (6 Credits)

- **August 4 from 8:30 AM-3:30 PM**
- **Great Falls Hampton Inn, in conjunction with CSPD**

The course will be taught in person by the independent facilitator Joe Moriarty and by video from Dr. Charles Fay (Founder and Owner of the Love and Logic Company). The nine essential tools include:

- Neutralizing Arguing
- Delayed Consequences
- Sincere Empathy
- Short-Term Recovery
- Positive Teacher – Student Relationships
- Setting Limits and Enforceable Statements
- Providing Choices within Limits
- Quick and Easy Preventive Interventions
- Guiding Students to Solve their Problems

Writing Across the Curriculum - Presented by Mandy Nitz (3 credits)

- **Wednesday, August 5th from 8:30 AM - 11:30 AM**
- **Havre High School, Rm 210**

Mandy Nitz has been a dedicated member of the teaching staff at HPS for 20 years. She started teaching at HMS in science, but her love for English was no match. She has been teaching English at HHS for 12 years while also working towards cultivating the Grow Your Own Educators through her Dual Credit Education 101 course. You may have had some of her students in your classrooms over the years! Her course today will give you strategies to incorporate writing into your curriculum and give you the opportunity to create a lesson you can implement in the coming school year.

ALICE Training - Presented by Jeremiah Nitz & Tanner Donovan (3 Credits)

- **Wednesday, August 5th from 12:30 PM - 3:30 PM**
- **Sunnyside School– Room 6**

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/>).

Conscious Discipline - Presented by Angela Fraley (6 Credits)

- **Thursday, August 6th from 8:30 AM - 3:30 PM**
- **Havre High School Auditorium in conjunction with CSPD**

This interactive training will begin to facilitate the mindset shift with your staff. Explore how the brain is wired for connection and safety and loves predictability. This experience will inspire, inform, and jumpstart a productive year of growth with Conscious Discipline practices. This is a full-day session with 6 hours of content, table-group discussion, and reflection.

- Key Concepts
- The Power of Unity: "We are all in this together."
- Building connection rituals, such as greetings, celebrations, and wish wells.
- Encouraging empathy and mutual respect through shared moments of connection.

K-12 Integrated Curriculum Learning Sessions (6 Credits)

- **Monday, August 10th from 8:30 AM - 3:30 PM**
- **Held in all HPS school buildings**

Additional trainings available throughout the day are listed below:

- Departmental development- K-12 Teachers (6 hours)
- i-Ready Math: K-8 (6 PIR Credits); Training from i-Ready 8:30am-12:30pm, then 1:30pm-3:30pm exploration/implementation/technology/data dive. Please bring your teaching materials and a laptop or i-pad to the training. Specific locations listed below.
- K-1, HP Library
- 2-5, SS Ms. Monson's Room 6
- 6-8, HMS Conference Room

K-12 Standards & Strategies Across Content Areas (6 Credits)

- **Tuesday, August 11th from 8:30 AM - 3:30 PM**
- **Held in all HPS school buildings**

Additional trainings available throughout the day are listed below:

- Department meetings- K-12 Teachers (6 hours)
- CTE Training: 6-12 CTE teachers (3 hours) HHS Library
- Special Education Review: K-12 SPED teachers (6 hours); Robins Banner Room

Career and Technical Education Training - Presented by Shannon Boswell and Eric Tilleman (3 Credits)

- **Tuesday, August 11th from 12:30 PM - 3:30 PM**
- **Havre High School Library**

Shannon Boswell brings more than two decades of classroom and statewide leadership experience to her role as Director of the Career Technical and Adult Education Unit. She spent 13 years teaching high school Agriculture in rural West Virginia, where she grew the program from 30 to 90 students and led the expansion of 3,000 square feet of laboratory and school-based enterprise space, including a greenhouse and an animal processing facility. Her work emphasized real-world, hands-on learning and strong partnerships with local businesses to ensure students graduated with career-ready skills.

In 2017, Ms. Boswell joined the Montana Office of Public Instruction as an Agricultural Education Specialist. She assumed her current role in 2020, where she champions access to high-quality Career and Technical Education for all learners. She leads her team in creating flexible, innovative pathways that allow schools across Montana to deliver CTAE programs tailored to their local communities.

Eric is OPI's current Agriculture Education Specialist. He has taught agriculture at Cascade High School, in Cascade, Montana, for 16 years. He has had the opportunity to serve as an officer in the Montana Association of Agricultural Educators (2010-15) as well as the Region I secretary of the NAAE (2016-19), Regional Vice President (2019-22), President Elect (2022-23), President (2023-24), and NAAE Past-President (2024-25). Eric and his wife, Roberta, have been active members of their communities, serving on committees for their local rodeos and educational scholarship programs, as well as officers in their local fire department.

Special Education Instructional Review and Professional Learning - Presented by Cheryl Russell (6 Credits)

- **Tuesday, August 11th from 8:30 AM - 3:30 PM**
- **Robins, Banner Rm**

This professional learning session is designed to support educators in strengthening instructional practices and improving outcomes for students receiving special education services. Participants will engage in a comprehensive review of special education instruction, examining evidence-based practices, inclusive strategies, and effective supports that promote student growth and achievement.

Through collaborative discussions, reflection, and practical application, educators will explore ways to align instruction with student needs, increase engagement, and ensure access to rigorous learning opportunities. Topics may include specially designed instruction, progress monitoring, differentiation, executive functioning supports, and fostering meaningful inclusion within the general education setting.

Participants will leave with actionable strategies, tools, and resources to enhance instructional effectiveness and support the success of all learners.

Cultural Resilience and Historical Understanding: Teaching IEFA in the Classroom- Deserae Kill Eagle (6 Credits)

- **Wednesday, August 12th from 8:30 AM - 3:30 PM**
- **Havre High School Auditorium**

Deserae Kill Eagle is an enrolled member of the Aaniiih Tribe of Fort Belknap, Montana, and a dedicated educator and mother of four children. She has over 13 years of teaching experience and is currently working in education while continuing her commitment to supporting student learning and cultural awareness. Deserae earned her Bachelor's degree from Montana State University–Northern and her Master's degree in Public Administration from the University of Montana.

In her presentations, she provides educators with an overview of U.S. federal policies and their historical impact on Indigenous communities across North America. The course explores how tribal nations have endured and resisted assimilation efforts through cultural resiliency and other protective factors that help address challenges such as poverty, discrimination, violence, and intergenerational trauma. Participants examine the strengths and assets of

tribal nations as pathways toward healing and sustainable solutions for future generations. Through interactive group discussions, educators deepen their historical understanding and strengthen their ability to effectively and respectfully implement Indian Education for All (IEFA) within their curriculum.

Challenging Behaviors - Presented by Anne-Marye Ymzon (3 Credits)

- **Thursday, August 13th from 8:30 AM - 11:30 AM**
- **Robins, Banner Room**

Teaching Life Skills: In this course we will discuss:

1. The A-B-C's of behavior management-proactive approach to managing challenging behavior.
2. A code of ethics for working with individuals with disabilities in a school setting.
3. What are life skills? Teaching and supporting self-help and independence- how to prompt, when to prompt, how to fade the prompt.

Anne Marye Ymzon is a Special Education Teacher and Board-Certified Behavior Analyst (BCBA) with extensive experience supporting students with behavioral and emotional needs. She holds a Bachelor's degree in Child and Family Development from San Diego State University and a master's degree in special education, along with post-graduate studies in Applied Behavior Analysis from Montana State University Billings.

Her experience includes working as a Special Education Teacher in Hawaii, Chinook Schools, and Havre High School, as well as providing school-based mental health and suicide prevention services through Rocky Boy Health Clinic. She is passionate about helping students succeed through compassionate, individualized, and evidence-based support.

First Aid and CPR - Presented by Courtney Finneman (3 Credits)

- **August 13 from 8:00 AM-11:30 AM for 9 participants**
- **August 13 from 12:30 AM-4:00 PM for a different 9 participants**
- **Havre High School 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>)

Edgenuity - Presented by Myles Laird (3 PIR Credits)

- **6-12 Teachers**
- **Thursday, August 13th from 12:30 PM - 3:30 PM**
- **Havre High School, Room 12**

Edgenuity basics, including suggestions for integrating Edgenuity and IC and how to create and use original assignments in Edgenuity. Those who use Edgenuity will benefit from this instruction and will receive instruction on basic to advanced use of Edgenuity.

UFLI, presented by Amy Wendland & Megan Roth (3 Credits)

- **K-3 Teachers**
- **Thursday, August 13th from 12:30 PM - 3:30 PM**
- **Lincoln-McKinley School, Room 104**

Teacher-led professional learning sessions will focus on strengthening literacy instruction and improving student outcomes through evidence-based practices inspired by the University of Florida Literacy Institute (UFLI). Educators will collaborate to deepen their understanding of reader development, assessment, instruction, and intervention strategies that support struggling learners across grade levels and curricular areas. These ongoing training opportunities will promote instructional consistency, build teacher capacity, and provide practical strategies for supporting literacy growth and academic success for all students.

Teaching Every Learner: Neuroscience-Informed Strategies for Engagement and Achievement presented by Allison Posey, HHS Auditorium

- **September 25th, District PIR Day**
- **8:30AM-3:30PM- all staff**
- **Havre High School Auditorium**

We know that each student is unique - our brains are as unique as snowflakes. This neurodiversity can be overwhelming for educators to plan for, yet is critical to ensuring rigorous academic learning and success building 21st century skills.

In this session, we will discuss key insights from brain science, including a focus on executive functions, attention, and engagement. We will discuss how to apply strategies and tools to support teaching the full range of students. This brain-based approach for learning can be applied across any discipline or age, providing a common framework for teaching and learning across your school.

Learning Objectives:

- Deepen your understanding of the neuroscience of learning
- Gain practical strategies related to use in classrooms "Monday morning"

Allison Posey is an Instructional Designer at MIT and passionate about designing instruction to align with what we know about learning in the brain. She's an international leader for Universal Design (UD) and leads programs in schools, universities, and workforce settings.

She is the author of two books: *Unlearning: Changing your beliefs and practices with UDL* (2020) and *Engage the Brain: How to design for learning that taps into the power of emotion* (2018). She taught science in high school and community colleges.

Allison earned a degree in Mind, Brain, and Education from Harvard Graduate School of Education. She is an avid hiker and loves being a mom.

AUGUST 2026

SUN	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
2	3 New Teacher Orientation (6 hours) 8:30-3:30pm, Banner Room at Robins	4 Building Secretaries- 9-noon- Robins Banner Rm CSPD- Love & Logic- GREAT FALLS	5 Mandy Nitz- Writing either (3), 8:30-11:30 am, K-12 ALICE-Jeremiah Nitz/Tanner (3) 12:30-3:30 pm-SS., Room 6	6 Conscious Discipline (6) partner with CSPD, K-12 Presented by Angela Fraley 8:30-3:30pm, Havre High School Auditorium.	7	8
9	10 i-Ready Math: K-8 (6); Training from i-Ready 8:30am-12:30pm, then 1:30-3:30- exploration/implementation/technology setup K-1 (at HP)- library Gr. 2-5 (at SS)-Ms. Monson's RM Gr. 6-8 (at HMS)-HMS Conference room Data Dive with Dept/Grade Level Teams Mtgs (6)	11 CTE Pathways and Certificates: 6-12 (3 hours) 12:30-3:30pm, HHS- library- good for CTE, admin, & counselors Department- K-12 (6) Special Education Review: K-12 SPED teachers (6 hours); Robins Banner Room	12 Deserae Kill Eagle (6), K-12 8:30-3:30: IEFA, HHS Auditorium	13 Anne Marye Ymzon- Managing Challenging Behavior (3): 8:30-11:30 am, K-12, Banner Rm Courtney- HHS Library from 8:00-11:30 and 12:30-4:00- 9 participants in each group UFLI training (3) 12:30-3:30 K-3 Reading- Amy Wendland/Megan Roth- Wendland's room- LM 104 Myles Laird-Edgenuity (3) 12:30-3:30, Laird's Room 12	14 AWA RE staff training HP cafe	15
16	17 Welcome Back PIR- HHS Auditorium 8AM, then afterwards in buildings.	18 PIR- SFS Training- 8-11:30am Robins Banner Rm	19 1st Day of School 	20 September 25th- All School PIR with Allison Posey, 6 hours	21	22

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.

HPS Protocol for PIR/PD:**[HPS Protocol for PIR/ PD Credit](#)**