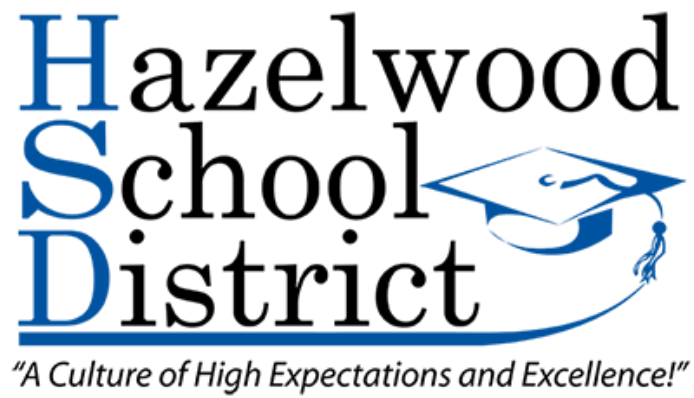




Professional Development Plan

2026 - 2029

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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 District's 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 for Certified Staff

Summer Institute

- A. Summer Institute: The Professional Development Department, in collaboration with the Instructional Services and Student Service departments, offer selected learning opportunities aligned with the District's initiatives and identified needs.
- B. Teacher-Designed Summer Institute Sessions: Teacher-Designed 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: The week of orientation activities will encompass an introduction of the approved curriculum, classroom management, and an overview of Hazelwood School District's policies.

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: Professional learning at the school building is a collaborative effort between the administrator and the building PD committee. The goal is to provide time for the staff in each building to engage in learning designed to further the curricular and instructional goals of their school improvement plans. A building's professional learning plan must align with the academic goals of the school improvement plan.
- D. Continuation of Trauma-informed, De-Escalation, and Restorative Practices (TDR).
- E. Leadership: Administrators will participate in professional learning on effective learning strategies. The opportunities will be through professional development opportunities and book studies.

Beginning Teacher Assistance Program

In partnership with the regional service center, Education Plus, Hazelwood School District implements a Beginning Teacher Assistance Program to help beginning teachers fulfill the Missouri certification requirement. The Beginning Teacher Assistance program provides specific information, practice, and reflection for new teachers. The content of this program addresses classroom management, instructional practices, professional planning, and certification requirements. These meetings occur throughout the year on District professional development days

Novice and New to HSD Mentor Program

In an effort to increase the retention rate among novice and new to HSD teachers, Hazelwood provides additional mentors. This is an additional layer of mentor support mandated by the Missouri Teacher Certification. The program aims to:

- Provide more support to retain new teachers to the district
- Provide support for novice teachers in becoming competent and confident teachers who make a positive difference for their students
- Provide support to experienced teachers who have not taught a specific course (share syllabi, lesson plans, resources, and pacing guides)

The building principal is responsible for identifying and selecting teachers to serve as mentors. Mentors must have at least three years of successful teaching experience, be exemplary teachers in their content area or grade level, and be available to regularly assist the beginning teacher. Mentor teachers receive time and effort for their time served outside of their contractual day.

Professional Learning for Non-Certified Staff

Workshops

Support staff learning is offered throughout on topics such as instructional practices, technology, restorative practices, health, wellness, safety, and customer service, depending on the department.

Job-Embedded

Each department in the Hazelwood School District provides professional learning for its staff members based on assessed individual and departmental needs.

Education Plus

Funds are allocated annually via EducationPlus for support staff personnel to participate in workshops outside the district.

Feedback

Following all district learning opportunities, staff are asked to provide feedback regarding the relevance of their learning experience, their level of engagement throughout the learning, as well as any follow-up learning or support they might need. The Professional Development Department, with the PDC, uses this information to evaluate the professional learning opportunities available in the district. Additionally, this information is used to help identify what worked well for participants and areas that might need improvement.

Professional Development 2026-2029

The Professional Development Department, in collaboration with the Instructional Services 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. Comprehensive, Standards-Aligned Assessments (DnA Renaissance, i-Ready Diagnostic)
2. Culturally Responsive Teaching
3. Data Driven Differentiated Instruction (i-Ready Personalized Instruction, IXL)
4. High Quality Tier 1 Instruction
5. Integrated Literacy Strategies across content areas
6. Multi-Tiered Systems of Support (academic and behavioral)
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 in collaboration with the Instructional Services and Student Service departments.

Professional Development Schedule 2026-2027

The District Professional Development Department, in collaboration with the Instructional Services, Student Services departments, and Professional Development Committee, will share responsibility for developing these opportunities for staff. The 2026–2027 professional development calendar dates are listed below.

Back to School Professional Development		
ALL LEVELS 8:30 -11:30 Morning 11:30 - 12:30 Lunch on your Own 12:30 - 3:30 Afternoon	August 11, 2026	Building Professional Development
	August 12, 2026	District Professional Development
	August 13, 2026	District Professional Development
	August 17, 2026	Teacher Work Day
	August 18, 2026	Morning: Convocation
		Afternoon: Building Professional Development
	August 19, 2026	District Professional Development
	August 20, 2026	Teacher Work Day

Blue: Building's Responsibility

Green: District's Responsibility

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	September 4, 2026	District Professional Development
	October 23, 2026	Morning: District Professional Development
		Afternoon: Records Day
	November 3, 2026	District Professional Development
	March 19, 2027	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	November 11, 2026	Building Professional Development
Middle 1:00 - 3:00	January 20, 2027	District Professional Development
	February 17, 2027	District Professional Development
High 12:15- 2:15	March 10, 2027	Building Professional Development
	April 14, 2027	Building Professional Development

*SLO: Student Learning Objectives

Blue: Building's Responsibility

Green: District's Responsibility

Areas of Focus for Professional Development

Professional learning opportunities will provide staff with both choice and differentiation. Educators will have regular opportunities to select sessions aligned to their interests, with offerings differentiated by grade-level spans and varying levels of understanding. Over the next three years, professional learning will also focus on curriculum implementation. Approval of the district calendar will determine dates for the 2027-2029 school years.

- During the pilot year, professional learning is targeted for selected instructional staff
- If approved by the Board, curriculum adoption will determine concentrated professional learning for certified staff

2026-2027

Content Area	Curriculum Adoption Dates
Mathematics K-12	*This will be year two of implementation
English Language Arts 6-12	Pilot/Create implementation schedule
Social Studies 9-12	Pilot/Create implementation schedule

2027-2028

Content Area	Curriculum Adoption Dates
English Language Arts 6-12	Year one implementation
English Language Arts K-5	Pilot/Create implementation schedule
Social Studies 9-12	Year 1 implementation

2028-2029

Content Area	Curriculum Adoption Dates
Science 6-8	Pilot/Create implementation schedule
English Language Arts K-5	Year one implementation
Social Studies K-5	Pilot/Create implementation schedule

Hazelwood School District



"A Culture of High Expectations and Excellence!"