



Comprehensive Staff Development Plan 2026-2027

**APPROVED BY THE
FRANKLIN COUNTY
SCHOOL BOARD
ON 06/25/2026**

The Franklin County School District does not discriminate on the basis of race, color, national origin, gender, age, disability, pregnancy or marital status in its educational programs, services or activities, or in its hiring or employment practices. The district also provides equal access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act. Questions, complaints or request for additional information regarding discrimination or harassment may be sent to: Jennifer Leach, Human Resource Officer/Title IX Coordinator, 850-670-2810 X 4101, jleach@fcsdfl.org or Angela Hendley, Director of Special Programs/Section 504 Coordinator, ahendley@fcsdfl.org, 850-670-2810 ext 4109.

Franklin County Schools MISSION STATEMENT

We will dedicate ourselves to the advancement of learning, provide student-centered education, and challenge all students to perform at their highest potential to prepare them for the community and world.

Franklin County School District believes that great Professional Learning leads to better results for our students. By providing needed training, the district will strive to:

- Improve teacher retention
- Encourage collaborative learning
- Accelerate student learning

We are committed to providing, promoting, and monitoring high-quality professional learning that increases the effectiveness of our instructional and non-instructional personnel. Programs include:

- New Educator Induction and Support
- Clinical Education Training (CET)
- Professional Learning Opportunities (Online, Blended, Face to Face) through our partnership with PAEC.
- Teacher Development, Evaluation, and Professional Learning Communities

Federal Requirements

ESSA- Every Student Succeeds Act

IDEA –MTSS and RTI

American Recovery and Reinvestment Act of 2009

Florida’s Highly Qualified Teacher (HQT) Program

State Requirements

The Franklin County School District Professional Learning system is designed around the four areas of the Florida Professional Learning Standards – Planning, Learning, Implementing, and Evaluating. Florida statute requires that a school district’s professional learning for instructional personnel focus on the following eight categories:

1. Analysis of student achievement data;
2. Ongoing formal and informal assessments of student achievement;

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3. Identification and use of enhanced and differentiated instructional strategies that emphasize rigor, relevance, and reading in the content areas;
4. Enhancement of subject content expertise;
5. Integration of classroom technology that enhances teaching and learning;
6. Classroom management;
7. Parent involvement; and
8. School safety.

District Requirements

Each year our campus-based Professional Learning Plan is developed based on student data and the End of the Year Teacher PL Survey. The Comprehensive Staff Development Plan must support fidelity of the implementation of instructional materials, programs, and systems adopted by the district. The focus for campus-based in-service will be to train teachers and staff to deliver the best instruction possible for our students. This plan includes:

- New Teacher Training (PAEC and District training)
- Mental Health/Resiliency/Youth Mental Health First Aid (YMHFA) Training
- Technology Training
- Curriculum for Tier 1, Tier 2, and Tier 3
- Intervention programs
- Diagnostic and Progress Monitoring programs
- Ethics, Finance, Evaluations, and Safety
- Classroom Management/PBIS
- Comprehensive Reading Plan & Six Components of Reading
- Data Analysis and PLCs (Professional Learning Communities)
- Differentiated Instructional Strategies
- Standards-based Lesson Planning

District Plan

PAEC:

Franklin County Schools contracts with the Panhandle Area Education Consortium (PAEC) for preparation and maintenance of its state-approved Professional Learning Catalog. Members of the PAEC Professional Development Council, which includes representatives from each member district, meet quarterly to discuss needs and determine financially responsible ways to meet those needs in each district. The Professional Learning Catalog is updated annually and used as the ***Master Inservice Plan*** and a foundational part for each district's Professional Development System.

Log on to the PAEC website at www.paec.org. There you will find a wide range of professional learning opportunities for teachers, district and school administrators and support staff, focusing on student achievement. The district offers scholarships for approved courses to teachers seeking ESOL endorsement, Reading Endorsement, Clinical Education, etc. To explore the ePDC listings, log on to the following links:

PAEC ePDC Calendar- https://www.paec.org/ePDC/v2_event_calendar.asp

ePDC Course Offerings- https://www.paec.org/ePDC/v2_Course_Search_ext.asp

For further instructions, click on the links below:

- [How to Enroll in ePDC](#)
- [How to Request a Course Addition](#)
- [How to Review an ePDC Transcript](#)
- [Completing Follow-up and Online Exercises](#)

District PL Schedule:

Each year teachers are asked to participate in a survey of Professional Learning needs. Teachers and administrators have expressed interest in training in programs, curriculum, classroom management, and student engagement. From these requests, the pre-planning schedule and full day teacher PL schedule have been created.

A. Preplanning Schedule:

1. Preplanning days are included in the calendar for Back-to-School.

Monday, August 3, 2027

Times	Event	Participants	Facilitator	Location	Admin/Coach
8:00- 8:15	Welcome Back	All FCSD Staff	Supt. Lanier	FCS Cafeteria	Klink/Evans
8:15- 8:30	Meet the School/District Leadership Team	All FCSD Staff	School Administrators	FCS Cafeteria	Klink/Evans
8:30-9:00	Back to School Breakfast	All FCSD Staff		FCS Cafeteria	

9:00-9:15	Ethics and Equity	All FCSD Staff	Leach	FCS Cafeteria	Klink/Evans
9:15-9:30	Finance, Payroll	All FCSD Staff	Venable	FCS Cafeteria	Klink/Evans
9:30-11:00	Safety and Security	All FCSD Staff	Croom	FCS Cafeteria	Klink/Evans
11:00-12:00	Sponsored Lunch	All FCSD Staff		FCS Cafeteria	
12:00-12:45	MTSS Overview	All FCSD Staff	Hendley/Raffield/Miller/Mathews	FCS Cafeteria	Klink/Evans
12:45-2:00	Faculty handbook overview, student code of conduct and pupil progression plan	All FCS Staff	Klink/Evans	FCS Cafeteria	Klink/Evans
2:00-2:30	Human Trafficking Awareness Training	All FCS Staff	Raffield/Hendley	FCS Cafeteria	Klink/Evans
2:30-3:00	PBIS	All FCS Staff	Evans, Klink, Collins, Copeland, Sterling	FCS Cafeteria	Klink/Evans

Tuesday, August 4, 2027

Times	Event	Participants	Facilitator	Location	Admin/Coach
8:00-11:00	Cooperative Learning/Student Engagement	K-5 Teachers and Paras	PAEC	Lab 811	K. Hamm
9:00-12:00	Amira: Story of America	5-12 Social Studies Teachers	Deidre Douglas	Room 1207 (K. Strunk)	Miller
11:00-12:00	Sponsored Lunch	All FCSD Staff		FCS Cafeteria	

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11:30-12:00	ANEER-During Lunch	All FCSD Staff	M. Humble/R. Gorecki	FCS Cafeteria	
12:00-3:00	Cooperative Learning/Student Engagement	6-12 Teachers and Paras	PAEC	Lab 811	K. Miller
12:00-2:00	Read 180	Smith/Miller	Michelle Smith	Room 815	
2:00-2:30	Focus	Admin/Guidance/Hughes/L.Hamm	Herrington/Lemieux	Principal's conference room	

Wednesday, August 5, 2027

Times	Event	Participants	Facilitator	Location	Admin/Coach
7:30-8:00	Sponsored Breakfast	All FCSD Staff		FCS Cafeteria	
8:00-8:15	The Nest Information	K-8 Teachers	Howze/Putnal	FCS Cafeteria	
8:00-9:00	Medication and EpiPen Training	All FCS Teachers	School Nurse	FCS Cafeteria	
8:00-3:00	YMHFA	Any Staff without YMHFA Cert.	Autumn McLemore and Liz Hayes	Media Center	
8:15-8:30	Smart Pass	6-12 Teachers	Klink/Evans	Media Center	
8:30-11:30	Lexia Core 5 and Power Up PL	K-8 Teachers	K. Hamm	Lab 811	
8:30-9:30	TA Training	L. Hamm will provide list.	L. Hamm	Hamm - Rm 335	
9:15-10:15	Medication and EpiPen Training	All FCS Teachers	School Nurse	FCS Cafeteria	

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10:30-11:30	Magic School AI	All FCS Teachers	Tanya Dodson	FCS Cafeteria	
11:30-12:30	Sponsored Lunch	All FCSD Staff		FCS Cafeteria	
12:30-2:00	CPR Training	Coaches	A. Bull	Rm 1105	
1:00-2:00	Florida Ready to Work	CTE, OJT, Adult Ed	Tiffany Vause	TBA?	
2:00-3:00	FSU Card-ASD PL for all teachers/admin (HB 851)	All FCSD Staff	Lerena Fleck	FCS Cafeteria	

Thursday, August 6, 2027

Times	Event	Participants	Facilitator	Location
7:45-3:00	Teacher Workday	All FCSD Staff		Classrooms
10:00-11:00	Coaches Meeting	Athletic Coaches	Coach Bull	Room 1220

Orientation:				
PreK 2:00-4:00	Orientation	PreK Teachers		
K-12 4:00-6:00	Orientation	K-12 Teachers		
2:00-6:00	NWRI Tabling Event for PreK-5	All PreK-5 Parents	Stephanie Walters	Cafeteria

Friday, August 7, 2027

Times	Event	Participants	Facilitator	Location	Admin/Coach
7:30-8:00	Sponsored Breakfast	All FCSD Staff		FCS Cafeteria	
8:00-11:00	Benchmark ELA Training	K-2 Teachers	Chris Romans	Lab 811	

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8:30-9:00	Tiggbee	CTE, OJT, AE Teachers	Jayden Redman	CT Classroom or Kristi's office	Miller
8:00-10:00	Training for Paras	All FCS Paras	H. Walker	Testing Rm 327	
9:00-10:00?	Stop the Bleed	New Staff	Randi Sandoval	Media Center	
11:00-12:00	Sponsored Lunch	All FCSD Staff	TBA	FCS Cafeteria	
12:00-3:00	Benchmark ELA Training	3-5 ELA Teachers	Chris Romans?	Lab 811	
12:00-1:00	Learning.com	Klinkenberg	Nicasia Anzalone Caires	Math Center- College Math Room	
12:30-3:15	Secondary Math Data Review/Planning	Secondary Math Teachers	Julia Mathews	Register Rm 1209	

Monday, August 10, 2027

Times	Event	Participants	Facilitator	Location
7:45-3:00	Teacher Workday	All FCSD Staff		Classrooms

B. Full-day Professional Learning (PL) days and PLC Support:

Incorporated in the school calendar throughout the school year, each session is scheduled in response to the current need.

Dates for each month TBD for SRLD, PAEC, FCRR, FDLRS and FIN Support for K-12 ELA, Math, Science, Social Studies, CTE and ESE.

Monday, October 12, 2026

FCRR-Kevin Smith-Evidence-based adolescent literacy strategies for content area teachers, 6-12 ELA, Science, SS teachers

C. Teacher Planning Days:

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Tuesday, September 8, 2026

PAEC Consultants-Support with ELA, math, science, social studies and CTE

Tuesday, October 6, 2026

PAEC Learning Walks & Debriefing Sessions, Side-by-side lesson planning

Monday, October 12, 2026

FCRR, Kevin Smith, Evidence-based adolescent literacy strategies for content area teachers, 6-12
ELA, Science, Social Studies teachers

Monday, November 30, 2026

PLCs at Work-Michael McWilliams

PAEC Consultants-support with subject areas standards, side-by-side lesson planning

Tuesday, January 19, 2027

PAEC Consultants-Support with ELA, math, science, social studies and CTE

Tuesday, February 16, 2027

PAEC Consultants-support with subject areas standards, side-by-side lesson planning

Thursday, April 6, 2027

PAEC Learning Walks & Debriefing Sessions, Side-by-side lesson planning

Friday, April 16, 2027

PLCs at Work-Michael McWilliams

D. PLCs:

Teachers meet in PLCs with instructional coaches and school administrators twice a month to discuss data as well as procedures, processes, and instructional practices. Dates and topics are determined by the instructional coaches, school administrators, and district administrators.

As the school year progresses, needs may arise or change, thus our PL offerings may change.

For questions about Professional Development, or requests for training, please contact Laura Raffield, Director of Curriculum and Instruction, FCSD, (850) 670-2810, ext. 4117.

