



# **Lee County School District**

LCSD Comprehensive Professional Learning

2014-2015

## **LCSD Professional Learning Planning Team**

### **Facilitators**

Janice Streeter	ADE-Office of Intensive Support
Peggy Woosley	Arkansas Dept of Education Curriculum Liaison
Willie Murdock	Superintendent
Michelle Branch	Curriculum Coordinator
Jimmy Lou Brandon	Great Rivers Educational Services Cooperative
Brenda Poole	Principal –Whitten Elementary
Linda Davis	Principal -Anna Strong Intermediate
Mary Hayden	Principal - Lee High School (7-9)
Phylistia Stanley	Principal – Lee High School (10-12)

### **Team Members**

Willie Murdock	Superintendent
Michelle Branch	Curriculum Coordinator
Lori Ginn	Special Education Coordinator
Lillie Sexton	Whitten Elementary Pre---School Coordinator
Linda Morgan	Math Facilitator, Whitten Elementary School
Bernice Hill	Literacy Facilitator, Anna Strong Middle School
Mary Jones	Math Facilitator, Lee High School
Jaclyn Markovich	Lee High School
Lois Johnson---Paschal	Anna Strong Intermediate School
Bettye Gordon	Instructional Support Staff
Cynthia Hall	Parent/Community Member

## **Purpose Statement**

The purpose of this professional learning plan is to enhance the knowledge, skills, practices, and dispositions of all stakeholders in order to facilitate a systems approach to increasing learning and performance for all students.

Arkansas DOE Rules Governing Professional Development (Effective July 1, 2014 )

- To develop a high quality professional development system for all educators. (Rules Section 2.01).
- Professional development is to improve knowledge and skills in order to facilitate individual, school-wide, and district-wide improvement designed to ensure that all students demonstrate proficiency on the state academic standards. (Rules Section 2.02).

## **Guiding Principles**

The foundation for effective professional learning in LCSD is a diverse, systemic, research-based, best practice initiative using collaboration that results in high performing networks of committed professionals and stakeholders with collective responsibility for greater student learning and achievement and, therefore, provides the fidelity of implementation and impact on student learning. Effective professional learning:

- Is based on an unwavering commitment to student learning.
- Operates on the assumption that all students can and will learn.
- Occurs when planned, implemented, and evaluated collaboratively to improve student learning and teacher effectiveness.
- Reflects best available research and practice in leadership, teaching, learning, and assessment.
- Respects and nurtures the intellectual, reflective, and leadership capacity of the entire school community.
- Promotes continuous improvement based on data and dialogue.
- Is embedded, ongoing, and sustainable in each school and the district.

## **Development of the Professional Learning Plan**

This plan is the result of the work that a district-wide team developed as a continued focus on the vision established in the 2013-2014 school year. The district believes that professional learning should be grounded at the school level and is job-embedded. Building on that foundational work, the plan for the 2014-2015 school year is driven by extensive needs assessment data including; multiple sources of student achievement data, school audits, teacher survey of needs, and the state takeover because of academic distress.

## **Time Requirements**

All licensed employees of Arkansas public schools are required to complete sixty hours of approved professional development each year (Rules Section 4.01), which is July 1, 2014 through June 30, 2015 as approved by the local district. Most teachers will accrue far more than these required hours.

## **Professional Learning Activities**

District-Wide Professional Development Days

Professional Learning Community Meetings

Curriculum Planning and Development Committee

Faculty Meetings

Grade Level and Content Team Planning Meetings

Training for new programs, systems, or use of technology

Peer Observations

Feedback and Planning Sessions with Instructional Facilitator and/or principal

## **Evaluation of Professional Learning**

Using Thomas Guskey's model of five levels for evaluating professional learning, this plan identifies evaluation data sources for each of the five levels for each learning activity. The five levels of evaluation are identified below along with sources for evaluation data:

1. *Participant reaction* to the learning, through professional learning evaluation forms.
2. *Participant learning*, through professional learning evaluation forms, meeting minutes, logs and exit tickets,
3. *Organizational support for the learning* to become normal practice, through teacher educator feedback on survey data collected in January and May
4. *Use of the new learning*, identifying “look-fors” for each associated new learning as well as classroom walkthrough data
5. *Student achievement* data; ultimately, criteria for evaluating the impact of professional development shall be the improvement of student achievement on State criterion---referenced assessments, State norm---referenced assessments, other related indicators as defined by ACTAAP (Rules Section 9.02).

## LCSD 10 Days (60 Hours) of Professional Learning

The Arkansas Department of Education's Emergency Rules Governing Professional Development are located on the district's website.

Date	Who	Content and Description	Hours
August 7	New Teachers Administrative Staff	<b>New Teacher Orientation- LCSD Administrative Office--AM</b> -Personnel Policy Overview -Code of Ethics -Mentoring Procedures -Professional Development Overview -Technology Overview -Employee Benefits Overview <b>New Teacher Orientation-LCSD Building Level Meetings—PM</b> -Building Walkthroughs -TESS Overview -Licensed Handbook Review	6
August 8	New Teachers Administrative Staff	<b>New Teacher Orientation-LCSD-AM</b> *Classroom Management Training- Harry Wong Strategies <b>TESS training for new hires-GREC -PM</b> *This is the required 3 hour face-to-face training on TESS for newly hired teachers	3 hours in LCSD  3 hours in GREC
August 11	All staff Building Level Staff	<b>Opening Session- Lee High School--AM</b> -Superintendent's Message -Celebrations of 2013-2014 successes -Introductions of new staff for 2014-2015 -Barrier to Reading (Dyslexia) <b>Building Level Meetings-Each building site--PM</b> -School Procedures ****ACSIP Overview**** -Academic Expectations -Vision/Mission/School Motto Focus Revisited -Team-building	6
August 12	All Staff	<b>General Session--AM</b> -External Provider Presentation -Parent Involvement Training (2 hours) <b>Break-Out Sessions--PM</b> -Violence and Bullying: An Arkansas Perspective -Child Maltreatment	6

		-Dealing with difficult students -RTI Training	
August 13	All Staff	<b>Building Level Meetings-Each building site</b> -Data Analysis -- <b>AM</b> 2014 Statewide Assessment Data Disaggregation 2014 TLI Assessment Data Disaggregation -Unit Planning/Content Lesson Design- – <b>PM</b> Lesson Planning (Format, Content, and Resources)	6
August 14	All Staff	<b>Building Level Meetings-Each building site</b> -Bloom Board Training— <b>AM</b> Professional Growth Plan and Artifact Overview -E-School Training — <b>PM</b> ( Teacher Access Center-understanding the system),nurses training- medical transcriptions	6
August 14	All Staff	<b>Building Level Meetings-Each building site</b> -E-School Training — <b>AM</b> ( Teacher Access Center-understanding the system),nurses training- medical transcriptions -Bloom Board Training— <b>PM</b> Professional Growth Plan and Artifact Overview	
October 31	All Staff	General Session- LCSD-All Day -Efficacy Training (Dr. Jeff Howard, Facilitator: Efficacy Institute) <i>* Needs Assessment</i> <i>*Mission and Mindset</i> <i>*Methods</i> <i>*Motivating students to get smarter</i> <i>*Parent and family training</i>	6
November 6-7	All Staff	<b>Break-out Sessions-LCSD--AM and PM</b> -Student Engagement -Mathematical Practices -Essential Questions -Close Reading -Text Dependent Questions -Instructional Technology (i.e., Google docs) -DOK -Classroom Management	

January 5	All Staff	<b>General Session- District Update—AM</b> External Provider Presentation <b>Building-Level Meetings--PM</b> -Curriculum Review of 1 <sup>st</sup> semester -Team Building	6
February 13	All Staff	<b>General Session-LCSD-All Day</b> -Efficacy Training (Dr. Jeff Howard, Facilitator: Efficacy Institute)	6
April 17	All Staff	<b>Building Level Meeting-Each School Site-All Day</b> -Curriculum Planning and Revision -PGPs	6
		<b>Total Hours:</b>	<b>60</b>

Additionally, the following professional learning is ongoing throughout the year for each of these roles within the school district.

<b>Administrators (Superintendent, Principals, Central Office Staff)</b>	
<b>Who</b>	<b>Content</b>
Superintendent	ACSIP and Budget Training Data Disaggregation LEADS Training Instructional Leadership Administrative Leadership Fiscal Management Efficacy Training
Principals	Teacher Effectiveness Support System (TESS) Curriculum Training The Learning Institute Requisitions and Purchasing



	Professional Growth Plans Data Disaggregation Instructional Leadership Trainings (include, but not limited to, instructional strategies) Fiscal Management Technology; iPad, using Microsoft Office Suite, etc Classroom Walkthrough Training Arkansas Leadership Academy-Master Principal Institute LEADS Training ACSIP Training PARCC Training Bloomboard Training Flip Classroom Training Efficacy Training PD 360 (k-6) School Improvement
Special Education Coordinator	Instructional Leadership Trainings ( include, but not limited to, instructional strategies) Data Disaggregation/Analysis Fiscal Management Portfolio Assessment Training TESS Training Classroom Walkthrough Training ACSIP Training PARCC Training Professional Growth Plans Curriculum Training RTI The Learning Institute Behavior Management Training Efficacy Training
Curriculum Coordinator	Coaching and Support provided by Janice Streeter Fiscal Management Instructional Leadership Trainings ( include, but not limited to, instructional strategies) The Learning Institute Data Disaggregation LEADS Training

	<p>A.I.M.M.s Training  Assessment Trainings (State and Local)  Efficacy Training  School Improvement</p>
<p>Gifted and Talented Coordinator</p>	<p>Teacher Effectiveness Support System (TESS)  Curriculum Training  The Learning Institute  Requisitions and Purchasing  Data Disaggregation  Instructional Leadership Trainings (include, but not limited to, instructional strategies)  Fiscal Management  Technology; iPad, using Microsoft Office Suite, etc  Classroom Walkthrough Training  ACSIP Training  PARCC Training  Bloomboard Training  Efficacy Training</p>

<b>Instructional Facilitators</b>	
<b>Content</b>	
	<p>Implications of Teacher Training for their work  Facilitation of Professional Development Activities  Planning Effective Meetings and Professional Learning  Conferencing with Teachers; Courageous Conversations  Implications and use of student and teacher data- performance tasks  Student-centered Coaching  Classroom Walkthrough Training  Instructional Leadership Training (include, but is not limited to instructional leadership)  PLC Training  Book Studies  Training Staff in use of Arkansas IDEAS online  Monitoring Interventions  The Learning Institute  Flip Classroom Training</p>

Depth of Knowledge (DOK)  
Project-based Learning  
Instructional Technology  
Efficacy Training  
PD 360 (k-6)

**Teachers**

**Content**

TESS-Teacher Excellence Support System: Study/Review Domains and Meeting Expectations of PGP  
PARCC- Review assessments (components of each)  
Depth of Knowledge (DOK)  
Curriculum Units/CCSS/Alignment  
Phonetic Connections (K-2)  
Instructional Technology  
Smart Board/Notebook Training  
High Yield Strategies  
Student Engagement  
Writing Across the Curriculum (K-12)  
Mathematical Concepts and Practices  
Readers Writers Workshop  
Guided Reading Plus  
DIBELS and Burst (K-3)  
Data Analysis and USE of data  
Achieving School Visits  
Flip Classroom Training  
Differentiation  
Rigor and Relevance  
Vocabulary Instruction  
Close Reading training  
Project-based learning  
Efficacy Training  
PD 360 (k-6)  
School Improvement

<b>Parents</b>
<b>Content</b>
Curriculum Nights: Literacy, Math, and Science Efficacy Training Effective Parent Teacher Communication Strategies Helping Parents Understand Common Core and New PARCC Assessments Helping Parents Use Effective At Home Support Strategies Helping Parents Deal with the Difficult Child

### **Assumptions**

- *This professional learning plan is a living document; and is flexible in response to new student data*
- *The involvement of the Great Rivers Educational Cooperative and State content specialists to support our efforts as needed and available as requested.*