



Our Professional Development Journey

From Puzzle Pieces to a Clear Picture



About Us

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About Our District

- Second Oldest City West of the Mississippi
- District founded in 1846
- Historic Benton School, 1895
- 17 square miles
- Approximately 5,600 students (PreK - 12th grade)
- Fully Accredited
- Earned Distinction in Performance 2006-2013
- Earned MO Learning Forward Promising Practices in Professional Learning Award - 2009
- Earned MO Learning Forward Commissioner's Award for Excellence in High Quality Professional Learning - 2015

Schools and Programs

- 6 Elementary Schools (PreK – 4)
- Intermediate School (Grades 5 – 6)
- Middle School (Grades 7 – 8)
- 2 High Schools (Grades 9–12)
- Success Campus
- Lewis & Clark Career Center
- Juvenile Justice Center
- Preferred Family Health Care
- Adult & Community Education
- A+ Program at both High Schools
- Parents as Teachers

Student Demographics

| | 2015 |
|---------------------------|------|
| White | 75% |
| African American | 14% |
| Hispanic | 7% |
| Free and Reduced Lunch | 42% |
| Special Education | 15% |
| English Language Learners | 7% |
| Homeless | 1% |

Staffing

- Administrators – 24
- Teachers – 474
- Support Staff – 333
- Students – 5606 (increased by 250 students from 2015)
- Over 67% of Professional Staff have Advanced Degrees

| | Missouri – 2015 | SCSD – 2015 |
|-------------------------|-----------------|-------------|
| Student : Teacher | 17:1 | 16:1 |
| Student : Administrator | 192:1 | 194:1 |

Puzzle Piece PD

What our District Professional Development used to look like...

- Call for Proposals
- After School Workshops
- Early Release Day Workshops
- Summer Workshops
- Building Professional Development
- Out-of-District workshops

Think About Your District

What does Professional Development look like in your district?

- Discuss with someone near you about the professional development opportunities you have in your district.
- Make a list of the types and topics of your district's professional development opportunities for teachers.
- Do you see any patterns?
- Is it focused on just a few high quality topics or is it a potpourri of many educational buzzwords?

Time to Share!

What We Thought...

- Teachers were receiving quality professional development.
- Student achievement would increase due to professional development.
- What we were doing worked.

In Reality...

- Teachers were receiving disjointed professional development.
- Student achievement wasn't increasing due to professional development the way we wanted it to be.
- What we were doing wasn't working as well as we thought.

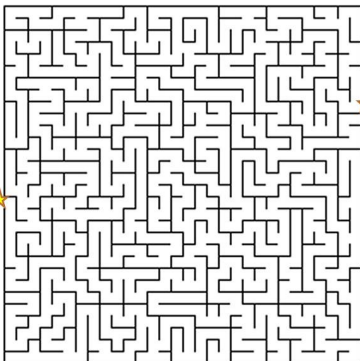


It was Puzzle Piece PD!



The Problem with Traditional PD

Where you are



Where you want to be!

PS - Good Luck!



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A Clear Picture

- Professional Learning Community
- Partnership with Marzano Research Lab
 - Research Based Instructional & Assessment Practices
- Standards Based Grading
- SIOP
- Technology
- CCSS, NGSS, Balanced Literacy
- Positive Behavioral Supports
- Mental Health First Aid
- Collaborative Work Grant

How We Achieved It...

- District Professional Development Committee
- Support Staff PDC
- Administrator Professional Development
- Early Release Days for Collaboration
 - School and District Horizontal/Vertical Days
- Common Plan Time
- High Quality PD Workshops (i.e. MRL, SIOP, Safe & Civil Schools, etc.)
- Summer In-Service
- PD Academies
- Mini-Grants for Action Research
- New Evaluation Model – Action Research
- Technology Academy
- New Teacher Orientation & Mentoring Program
- Instructional Coaches

How We Achieved It...

Learning Communities

- PLCs active in District for 13 years. All schools formally trained by 2009.
- School Improvement Plans & SMART goals
- Common Plan time & ERDs for Collaboration
- Data Teams
- Continual adjustment of instruction & interventions to meet the needs of the students

Leadership

- CSIP
- DPDC
- SSPDC
- SPED PDC
- BPDC & School Improvement Teams
- New Evaluation Model aligned with Marzano instruction and assessment indicators
- In house experts facilitate PD
- Instructional Coaches
- Aspiring Administrators Program
- Various Committees

Resources

- Additional District PD Funding Beyond 1% Funds
- Title IIA Funds for PD
- EDUCATIONplus
- CHARACTERplus
- Grants – Collaborative Work Grant, Missouri Preschool Project
- PD plans aligned to CSIP and SIPs
- Stipends or CEUs offered
- NTO & mentoring programs
- High Quality PD (i.e. Marzano Research Lab, Safe & Civil Schools, etc.)
- PD Library
- Online PD Options
- SSPDC – ERD offerings

How We Achieved It...

Data

- CSIP goals monitored throughout the year
- APR – 93.9%
- MAP / EOC / ACT – Above State & Nation
- Subgroup Achievement – Improving & Growing at a Faster Rate than the State
- Variety of Assessments Used at School Levels to Monitor Student Progress
- SBG Proficiency Scales, Common Assessments
- Data Teams
- PD Decisions Driven by Multiple Pieces of Data

Learning Designs

- PLC model
- Instructional Rounds/Reflective Teaching
- High Quality PD
- PD Library
- Online PD Options
- 8 ERDs each year
- Weekly Collaboration Time (common plan)
- PD Academies
- Instructional Coaches
- Technology Leadership Academy
- Action Research
- New Evaluation Model – PGP, Action Research
- Various Pilots

Implementation

- Changing Demographics
- Translators & bilingual staff
- Interventions embedded at all schools
- SBG
- Implementation of Research Based Instructional Strategies (i.e. Instruction that Works, Academic Vocabulary, SIOP, etc.)
- Preschool
- Alternative education (i.e. Success Campus, MO Options, JJC, Preferred Family)
- Lewis & Clark Career Center
- PD designed to meet the needs of the at-risk learner including special education, ELL, low socio-economics, and mental health needs.

Connection Between PD and Student Achievement – Outcomes

- Professional Development Plan aligned with CSIP
- Research Based Instructional & Assessment Strategies
- Achievement scores on the rise across District
- Changes in Student Demographics
 - FRL, Hispanic, ELL
 - National achievement gap persists
- Subgroup achievement scores improving faster than the state average
- Multiple Opportunities for Students to be Successful
- Embedded Interventions
- SBG
 - Retakes, Body of Evidence
 - Authentic Assessments

WE ARE CLOSING OUR
 ACHIEVEMENT GAP!

A Little Bit More About Our PD...



Connection Between PD and Teacher Behavior

| PD Survey Questions | % Strongly Agree or Agree |
|--|---------------------------|
| My school's principal systematically engages faculty and staff in discussions about current research on teaching and learning. | 82.8% |
| My building's PD activities are focused on increasing student achievement. | 91.4% |
| My team(s) meet on a regular basis to discuss student learning and participate in conversations about teaching and learning. | 85.5% |
| I am aware of my administrator's expectations for my classroom practices and instructional methods. | 93.6% |
| I implement research-based instructional practices in my classroom (i.e. Marzano, academic vocab., SIOP, etc.) | 89.3% |
| I differentiate instruction within my classroom to meet the needs of all my students. | 91.6% |

Current Areas of Focus

- Research Based Instructional & Assessment Practices
 - Marzano Research Lab
 - Standards Based Grading
- Interventions for Students
- Student Attendance
- New Evaluation Model
- Preschool
- Co-Teaching
- STEM
 - Science, Technology, Engineering, & Math



Revisit Your List of PD Opportunities

How can you make connections and narrow the focus?

Questions?