

## STAMFORD CENTRAL SCHOOL

### PROFESSIONAL DEVELOPMENT PLAN

**Purpose:** To improve the quality of teaching and learning by ensuring that teachers participate in substantial professional development in order that they remain current with their profession and meet the learning needs of their students. Also, this plan will ensure that holders of level III teaching assistants certificates and that substitute teachers who work on a long-term basis (more than one continuous semester) are provided the opportunity to participate in Stamford Central School's professional development program.

**Professional development team:** The Inquiry Team consisting of three (3) teachers and the Principal will facilitate the professional development planning, from needs assessment to scheduling to delivery (internally or by outside providers) to evaluation. The Inquiry Team members are appointed by the Board of Education each year.

**Annually,** professional development will be provided relative to: Right-to-Know, Blood-borne pathogens, Dignity for All Students, Sexual Harassment, as well as Autism training, as needed. Bus drivers and bus aides will be provided with refresher training twice each year.

**Needs Analysis:** Our professional development offerings will be based on individual and collective teacher needs. Those needs will be determined in a variety of ways, including, but not limited to: NYS test results, APPR results, surveys, new research-based strategies or approaches to instruction, technology, special needs of students, special education matters, behavioral challenges, changes handed down from State Ed relative to standards and/or testing, etc.

**Goals and objectives:** The goals and objectives for our PDP is to improve student learning and outcomes. Our professional development will target areas determined to be in need of improvement, such as writing based on the NYS ELA results. We can measure the effectiveness of our PD by comparing the results on the same components of that assessment from year-to-year.

**Strategies:** A variety of strategies will be utilized for inclusion in a comprehensive professional development program. Teachers are free to direct their own learning by participating in PD offered outside of our district, whether it be through the Catskill Regional Teachers' Center, professional associations, institutions of higher learning, or other entities. Webinars and online learning are also encouraged. The district will offer on-going PD throughout the year on Superintendent conference days, early release days, as well as potentially at

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faculty meetings, Round Tables, during certain school days with our BOCES staff development, etc.

**Activities:** May include presentations, group work, review and analysis of data, peer review, mentoring (which has a separate written plan - attached), unpacking of standards, writing of curriculum, creation of assessments, development of grading systems, book studies, etc. The activities will be across all grade levels and curricular areas, and aligned to NYS Standards and assessments, student needs, and teacher capacities.

**Evaluation:** Feedback from teachers is valuable information when planning next steps for professional development. For that reason, evaluation forms will be provided routinely following professional development activities. A measure of effective professional development is when the teachers utilize the practice(s) in their curriculum and instruction. This can be readily observed during the APPR process, whether during an observation or review of student data. Further, effectiveness can be measured by student progress. If writing was a focus, the quality of student writing on benchmark, NYS or year-end assessments could be utilized to measure if the PD affected student performance.

**Estimate of PD hours offered:** PD at Stamford Central School is embedded, routine and on-going. All new teachers and Licensed Teaching Assistant III's need to participate in 100 hours of professional development within a 5 year period in order to maintain their certification. Therefore, new teachers and LTA III's have a vested purpose to participate in the professional development offered by Stamford Central School not only to stay current with changes in education and to continually hone their skills, but also to maintain their certifications. For those reasons, Stamford CS has offered more than 25 hours of PD each of the past several years, and plans to continue to offer rich, meaningful, targeted PD for years to come.

**PD for our district may include training offered by:** Acuity; Apple; ASCD; BrainPop; BOCES; Bureau of Education and Research (BER); Castle Learning; Catskill Regional Teachers' Center; Center for Autism and Related Disabilities; Clark Sports Center (Teambuilding-Culture); Danielson (Charlotte); DATAG; Discovery Education; East Irondequoit School District; EdTech; Educational Vistas; edWeb.net; Fema.gov; Google; Graduate courses taken through accredited colleges and universities; Kelberman Center; Marzano (Robert J.) Research; Mooresville School District; NYS Associations of English, Science, Social Studies, Math, Foreign Language and Technology teachers; NYS Police & other Law Enforcement; NYSUT; Pearson; Project Lead the Way; Public School Works; Renaissance Learning; SAANYS; Schoology; SimpleK12; Smart Technologies; Smith (Ted-data analytics); and Stamford Central School faculty, staff and administration.