

# **Professional Development Plan**

**Frontier Central School District 2020-2021**

**Preparing Students for  
Success**



# Professional Development Plan Committee

## November 10, 2020

Brian Blaszak-Erie 1 BOCES Technology Coordinator	Lisa Nowak-Parent
Jolene Blood-HS Teacher	Tammy Prior-Parent
Laura Collins-Parent	Colleen Schaefer-Assistant Director of Pupil Services
Linda Dansa-Director of Pathways, Innovation & Assessment	Ryan Sikorski-Middle School Principal
Colleen Duggan-Asst Superintendent of Curriculum & Instruction	Jeff Staruch-HS Teacher
Renee Kumiega-Elementary Principal	Shannon Thurston-HS Assistant Principal
Susan Maronski-Elementary Teacher	

# The Ten Standards for High Quality Professional Development

*Approved by the Board of Regents, 2009*

- PD Design-reflects best practices
- Content Knowledge and Quality of Teaching
- Research-Based Professional Learning
- Collaboration (respectful and trusting environment)
- Meets Diverse Learning Needs of Students
- Student Learning Environments
- Parent, Family and Community Engagement (active partners)
- Data-Driven Instructional Practice
- Technology
- Evaluation

# **Our Plan was Organized Around Four Important Components of Teacher Capacity Building**

- Identification of relevant topics to support teachers with the continuation of their professional learning during the COVID-19 pandemic
- Strategically build engaging and effective online learning opportunities for teachers
- Deepen teacher knowledge of the curriculum
- Recognition and development of effective instructional skills and strategies that will support students in both synchronous and asynchronous instruction platforms

# Guiding Principles

- “Re-think” teacher training during COVID-19 as all professional learning opportunities have switched to a virtual format
- Needs driven and data driven
- Aligns with the Frontier CSD Strategic Plan
- 21st Century Skills, STEAM, College & Career Readiness
- Based on the NYS Learning Standards and Vertical Alignment
- Differentiated
- Student Focused
- Research-Based
- Collaborative, Sustainable, Intensive & Continuous
- Enhanced by Technology
- Addresses the whole child: Cognitive, Social, Emotional, Physical & overall Mental Health Needs

*We are committed to supporting ongoing professional development learning opportunities*

# Objectives

- 1 - To identify professional development topics which will support teachers with development and delivery of effective and engaging instruction for both the in-person and virtual platforms
- 2 - To address the importance of ongoing assessment and feedback to support student growth and mastery with learning standards
- 3 - To review systems in place in order to meet the social and emotional health of all students and staff
- 4 - To ensure vertical and horizontal alignment of standards aligned curriculum
- 5 - To continue the development of consistent formative assessments and benchmarking systems K-12
- 6 - To continue to implement Multi-Tiered Systems of Student Supports K-12

# **New York State Requirements for PDP**

- Professional Learning Requirements for teachers holding the “NYS Professional Certificate”
- Professional Development Specific to English Language Learners (ELLs)
- New Teacher Mentoring Program

# Needs Analysis Used For Planning

This plan is aligned tightly to the learning needs of the district identified through student achievement data and teacher surveys.

- Benchmarking data
- MTSS Intervention Reports
- *NYS Report Card*
- *Gap Analysis*
- *Performance Results (Disaggregated Data)*
- *Longitudinal Data*
- *Graduation Rates*
- *Dropout Rates*
- *Local Examinations*
- Student Attendance Rates
- Participation-Engagement



# Examples of Professional Learning

- Professional development in use of various instructional tools for both synchronous and asynchronous instruction
- Curriculum Planning, Development and Mapping
- Approved Workshops & Courses (Southtown Teachers' Center, Frontier CSD, Erie-1-BOCES)
- Peer collaboration and study groups
- Standards Leaders Turn-Key Training
- Shared Professional Readings
- Technology and STEAM Integration
- Ongoing standards work with BOCES Curriculum Specialists
- Google Suite
- Social-emotional health and wellness topics
- Trauma-sensitive practices

# Continuous Professional Development

July 8 - August 31, 2020:

- 32 three-hour workshops on both instructional technology / apps and Google Suite elements including Classroom, Meet, Slides, Sheets and Sites.
- 17 curriculum dates with Curriculum Specialists from IRT (Erie-1-BOCES)
- Modern Classrooms Project

September 2020 - June 2021

- 22 additional curriculum dates with Curriculum Specialists from the Instructional Resource Team (Erie-1-BOCES)
- BOCES - CSLO Support
- Modern Classrooms Project- Cohort #4 November 18, 2020
  - Summer Training Institute, Summer 2021