2024-25
Professional Development Plan

Process Informational Update and Action

Professional Development Plan Update for the Board of Education

May 16, 2024

Our Purpose

Why does the Professional Development Plan exist?

– *To ensure the systematic continuous improvement of teaching and learning in Platte County R-3.*

"Ultimately there are two kinds of schools: learning-enriched schools and learning-impoverished schools. I've yet to see a school where the learning curves of the youngsters are off the chart upward while the learning curves of the adults are off the chart downward, or a school where the learning curves of the adults were steep upward and those of the students were not. Teachers and students go hand in hand as learners – or they don't go at all." -Roland Barth (2001)

Board Policies & Procedures

Professional Staff Development Opportunities
- Policy - GCL
  - Procedure GCL-AP1

Professional Development Plan

The purpose of the Platte County Professional Development plan is to:

- Develop and retain high-quality staff
- Ensure staff are equipped with the knowledge and skills to support the systematic continuous improvement of teaching and learning.
- Ensure that the professional learning opportunities support the District's Mission, Vision, Values, Principles of Learning, and Comprehensive Strategic Plan Goals.

Professional Development Plan Key Components

The Professional Development Plan is comprised of two main components:

- PCR3- Professional Development Guidance
  - This sections serves to outline the policy, procedures, mandates, and guidelines in which the Professional Development Committee Operates
- PCR-3 Professional Development Implementation Plan
  - This section serves to outline the goals and focus areas for the professional development to be implemented for the school year.

Professional Development Committee

2023-24 Professional Development Committee Members (GCL-AP1)

- Dr. Alicia Casey - Executive Director of Academic Services
- Kelli Woods - Executive Administrative Assistant for Academic Services
- Sharon Sherwood - Board of Education
- Tyler Fadler - Board of Education
- Kendall Fuller - Barry Elementary
- Samantha Brant - Compass Elementary
- Madeline Hay - Pathfinder Elementary
- Rebecca Anderson - Siegrist Elementary
- Jessica Chiddix - Platte City Middle School
- Bridget Klingele - Platte Purchase MIddle School
- Chelsea Rohr - Platte County High School
- Sara Price - Northland Career Center

Teams/Committees that participate in Professional Development strategic planning and monitoring are Academic Services, Pupil Services, Human Resources, Communications, Business Services, Facilities and Operations, Technology and Information Management, Academic Senate, Professional Development Committee, Curriculum Council, Technology Integration Leads, District Liaisons and Team Platte County.

District Goals & Focus Areas

District Goals and Focus Areas:

Comprehensive School Improvement Plan Goals
- Develop and enhance quality educational/instructional programs to improve overall and individual student academic performance.
- Hire, retain, and develop a high quality staff.

Teaching and Learning Goals
- Improve academic achievement for ALL students
- Improve essential skill development for ALL students
- Cultivate an environment of inclusion and equity for ALL students

Strategic Anchors - Focus Areas
- Implementation of a Comprehensive Teaching & Learning System
    - Highly Effective Teams (Professional Learning Communities)
    - Guaranteed and Viable Curriculum (Instruction)
    - Relevant and Engaging Instruction (RWL)
    - Comprehensive Behavior Management System
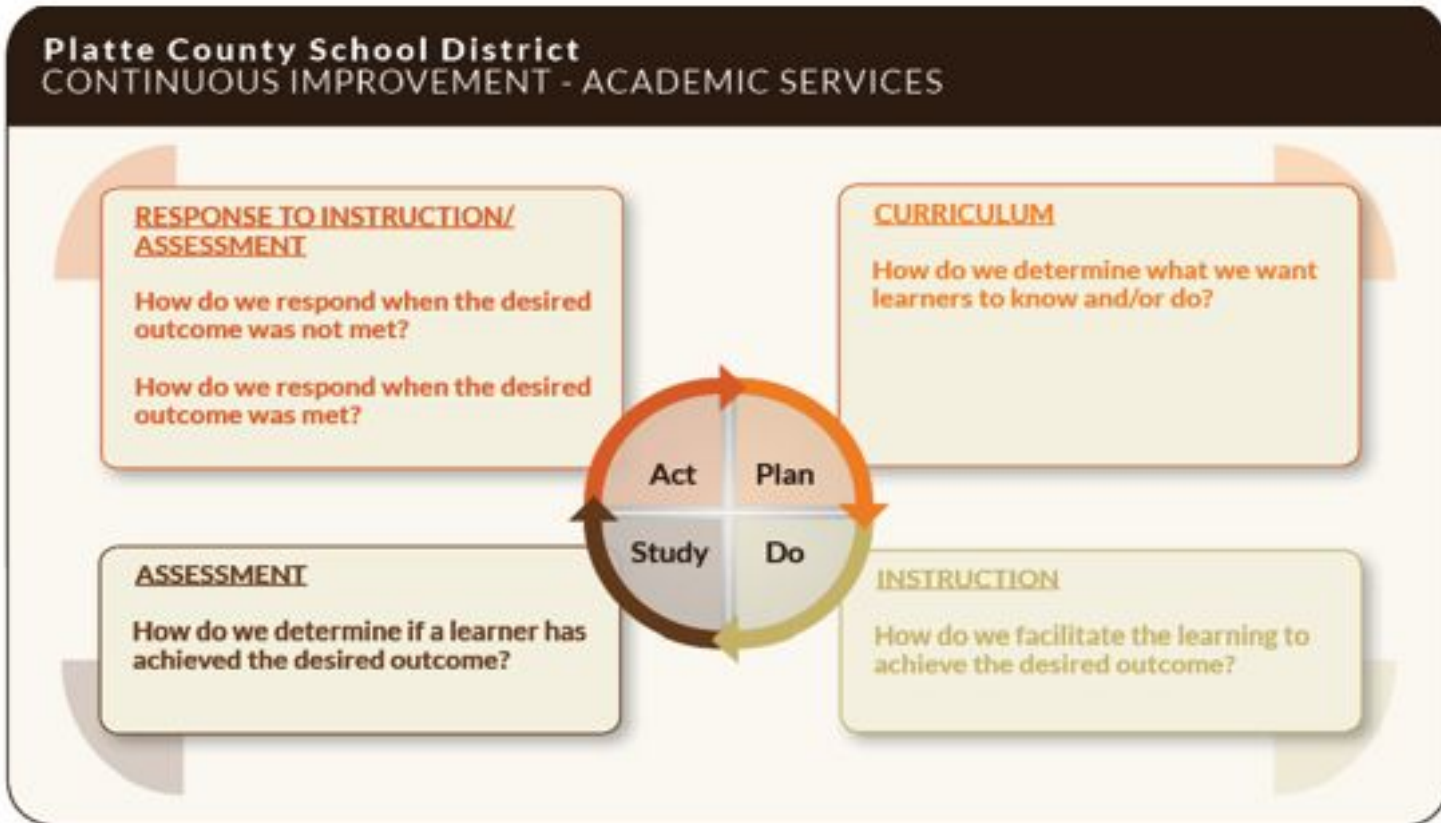
Professional Development Goals & Focus Areas

2024-25 Professional Development Goals
- Enhance learning of all stakeholders by providing and encouraging high quality professional development opportunities and resources that are aligned and consistent with the district's mission, vision, values, and Comprehensive School Improvement Plan.
- Provide beginning teachers and staff members new to Platte County School District with on-going support at the individual, school, and district levels.

2024-25 Professional Development Focus Areas
- Refine collaboration practices proven to support high performing teams in a Professional Learning Community
- Initial and sustained implementation of a Guaranteed and Viable curriculum aligned to evidence-based practice in the core content areas of ELA, Math, and Science (6-12)
- Implementation of a District-Wide Tier 1 Behavior Management Framework
- Utilization of Illuminate Assessment Suite to monitoring student success and make timely adjustments

Professional Development Approach

Platte County School District
CONTINUOUS IMPROVEMENT - ACADEMIC SERVICES

RESPONSE TO INSTRUCTION/ ASSESSMENT

How do we respond when the desired outcome was not met?

How do we respond when the desired outcome was met?

CURRICULUM

How do we determine what we want learners to know and/or do?

ASSESSMENT

How do we determine if a learner has achieved the desired outcome?

INSTRUCTION

How do we facilitate the learning to achieve the desired outcome?

Act — Plan — Study — Do

Professional Development Approach

Professional Development aligned with the with the Teaching and Learning System Roles & Responsibility:

- **I - Implement:** Staff responsible for implementing a best practice across all tiers will receive professional development and support in multiple ways throughout the implementation timeline including:

    - **Direct Learning** - Direct professional development on the best practice to acquire knowledge and skills essential to the implementation of the best practice
    - **Peer Collaboration** - Collaboration among colleagues to share application of the best practice and work on refinement of implementation
    - **Job-embedded Coaching** - Side-by-side planning and reflection with an Instructional or Behavior Coach, other staff member, or Administrator on the individual implementation of the best practice within the staff members daily setting

Professional Development Venues

The Platte County R-3 School District has multiple venues of professional learning that honor the individual adult learner ensuring robust support in mastering best instructional practices that yield high levels of student achievement.

Professional Development Venues
- Quality Academy
- Academic Leadership Academy
- Academic Senate
- District Professional Learning Days
- Building Professional Development
- Professional Learning Community (PLC) Early Release Days
- Collaborative Improvement Cycles
- ELA ½ Day Collaboration
- Specialized Team Meetings
- Onboarding and Mentoring
- Regional Professional Development Center (RPDC) Partners
- District Sent/Off-Site Professional Development

Beginning Teacher Assistance Program

The Platte County School District Beginning Teacher Assistance Program (BTAP) is a two year support system designed to ensure certified employees feel successful as it relates to the established vision, mission and values as well as our goals as a district.

All 1st and 2nd year teachers new to the teaching profession are required by the state of Missouri to participate in a Beginning Teacher Assistance Program in alignment with the Missouri Teacher Development System.

BTAP Roles:
- BTAP District Facilitator
- Mentor
- Mentee

Professional Development Funds

The Professional Development Committee must ensure the allocation of 1 percent of the state funds received through the school foundation program, exclusive of categorical add-ons, to the professional development of certified staff.

The budget is created based on the Comprehensive Strategic Improvement Plan, Key Process Action Plans, and past budget performance.

It is created in collaboration with the Academic Services Team, Pupil Services Team, Human Resources Team, and the Business Services Team.

Reminder of Our Purpose

Why does the Professional Development Plan exist?

– *To ensure the systematic continuous improvement of teaching and learning in Platte County R-3.*

"Ultimately there are two kinds of schools: learning-enriched schools and learning-impoverished schools. I've yet to see a school where the learning curves of the youngsters are off the chart upward while the learning curves of the adults are off the chart downward, or a school where the learning curves of the adults were steep upward and those of the students were not. Teachers and students go hand in hand as learners – or they don't go at all." -Roland Barth (2001)

Questions?