

MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT PROFESSIONAL DEVELOPMENT PLAN

“The purpose of the professional growth [pathway] is to provide a structured, supportive, and collaborative environment to promote professional learning that will further the district’s mission and enhance student learning. This [pathway] will provide a continuous cycle of assessment to ensure that all (tenured) staff continue to meet the district’s standards for effective teaching.”

-Danielson & McGreal, 2000

Statement of Purpose

The Middleton-Cross Plains Area School District believes that the goal of professional development is to enhance individual and organizational capacity to improve student learning through knowledge of subject and content areas, learners and learning, effective and culturally responsive teaching strategies, and best practices.

We believe in professional development that improves the learning of all students

- prepares educators to understand and appreciate all students, create safe, supportive learning environments and hold high expectations for their academic achievement.
- prepares educators to be skillful users of education research; to study research before adopting improvement strategies; to participate in a variety of learning strategies; to use technology to support learning goals; to collaborate; and to implement a variety of follow-up activities following each new initiative.
- provides educators with knowledge and skills to involve families and other stakeholders appropriately.

Alignment of Professional Development Plan Goals to District and School Improvement Team Goals

Our professional development master plan outlines the process for identifying individual and school goals and supports the professional development activities that will achieve them. Student improvement is the paramount consideration in the setting of these goals.

District Goals:

1. Global Awareness Initiative and 21st Century Skills Statement - Middleton-Cross Plains Area Schools strives to provide a world class education for all students. We intend to direct time and resources towards preparing our students for life in a 21st century global society. All students in our District need to be conversant in areas that will prepare them for immersion in a complex global environment, regardless of their chosen field of study or work. This initiative

crosses the K-12 curriculum and will engage all schools and the community in the planning process.

In a more concerted effort to enhance the manner in which our students are taught to become contributing members of a global society, we would like our schools to emphasize:

- The interconnectedness of the world's cultures, politics, and economics.
- Recognizing, analyzing, and evaluating trends in global relationships.
- Creative problem solving, critical thinking, and innovative thought processes.
- Understanding issues from cultural perspectives other than our own.
- Encouraging study and travel abroad.
- Technical competence and the critical impact that technology has had in our world.
- Technological innovation that can expand curriculum, opportunity, and our students' world view.
- Outreach to the community for resources and expertise to further global awareness.
- The role of world languages in preparing students for an international environment. Consideration of Chinese as a new curricular offering.

It is our hope that all students are touched by this initiative, in all courses and at all levels of our curriculum. We appreciate any innovation that can be brought to our students to achieve this goal.

2. Continue implementation of a system of curriculum alignment to achieve greater levels of staff collaboration and a more seamless instructional program. Supplement funding as possible to support district curriculum and instructional materials to ensure a more consistent educational program.

3. Enhance and improve our technology framework and support to improve instructional delivery, student achievement, and organizational efficiency. Create a working "Technology Plan" that describes how we intend to achieve enhancements in hardware, software, instruction, and professional development in this area. Continue to support the 21st Century eSchool in its first year of existence.

4. To increase overall student achievement and reduce the achievement gaps that are connected to ethnicity, socioeconomic status, using local, state and national assessment indicators to document improved learning on the part of our students. The "Continuous Improvement Process" will be a primary component to achieve this goal.

5. To increase the overall student achievement in literacy, using local, state and national assessment indicators to document improved learning on the part of our

students. Utilize federal stimulus resources to support this effort. Support the implementation of middle school literacy courses being initiated in 2010-2011 and the Achievement Connection at Middleton High School.

6. To monitor enrollment growth trends and assess needs for additional facilities, especially at the elementary level.

7. To prepare and implement a plan to deal with budget shortfalls with a combination of revenue generating strategies AND budget reductions/constraints in a proactive fashion .To engage with state and local leaders to solve the ongoing budget issues facing public education.

Individual school goals set by the School Improvement Teams at each school are based on student data and educational research. Each school maintains a written process for establishing and evaluating school goals. Each principal ensures that staff members understand that process. Written school goals are developed, reviewed, and measured yearly. The principal makes yearly reports to the School Board on progress in accomplishing school goals.

The professional development plan provides opportunities for all staff to meet their individual needs and to satisfy district and state requirements. We recognize the value of individual professional growth opportunities as well as sharing knowledge among peers. The professional development department's role has changed from creating isolated, one time workshops to a process of identifying opportunities for job-embedded professional development, creating opportunities for professional collaboration, aligning opportunities to articulated curriculum, encouraging workshops run by district personnel, and evaluating outside sources of knowledge and skills, all within the goals of the district and the School Improvement Teams (SITs).

The Middleton-Cross Plains Area School District provides on-line training and in-house workshops by independent presenters and district staff.

Necessary Elements of Comprehensive Planning

1. Standards for Student Learning
2. Conditions for Learning
3. Communication of Information
4. Effective Use of Resources
5. Professional Development
6. Improving Educational Governance and Management
7. Uses of Technology
8. Private / Nonpublic School Involvement
9. Data
10. Ongoing Assessment and Evaluation Components
11. Equity

Middleton-Cross Plains Area School District Local Education Improvement Plan

The greater danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it.

Michelangelo Buonarroti 1475-1564

The Middleton-Cross Plains Area School District Mission:

To educate all students to be contributing members of a global society by inspiring them with a lifelong love of learning, challenging them with rigorous curriculum, and empowering them with 21st century skills

The Middleton-Cross Plains Area School District Vision:

To be an innovator and leader of public K-12 education within the state and nation by meeting the needs of all students with excellent programs and staff.

The Middleton-Cross Plains Area School District Education Services Department believes that to achieve the mission and vision of the district as well as ensure the integrity of the district beliefs we must:

- ✓ Balance traditional knowledge and skills with innovative, real-world applications.
- ✓ Foster critical thinking and problem solving, both individual and collaborative for students and staff.
- ✓ Inspire the development of strong internal standards of quality, ethics, and integrity to ensure learning for all.
- ✓ All students have the ability and right to learn
- ✓ Parents, teachers and the community must set high expectations for student growth and learning.
- ✓ All schools must provide a positive, safe, caring environment for teaching and learning.
- ✓ All schools must be committed to continuous, on-going improvement
- ✓ Self-discipline, curiosity, intrinsic motivation plus social and academic skills are necessary for life long learning.
- ✓ Students must be prepared for the possibility of many different careers in our ever-changing technological society.
- ✓ All schools are responsible for fairness and freedom from bias in their programs and practices.

The Middleton-Cross Plains Area School District will maintain high-quality learning environments.

The School District will maintain safe physical schools and grounds.

Indicators:

- School facilities adhere to all local, state and federal requirements for physical plant and grounds
- Emergency management plan that is continuously reviewed and improved
- School Safety plan that is continuously reviewed and improved
- Long range maintenance master plan

The School District will create a culture that promotes innovation, healthy relationships and success.

Indicators:

- Increased level of attendance for students and staff
- Reduced student disciplinary referrals
- Increased academic success
- Student initiated learning

The School District will provide support for the physical, social and academic needs of students and communities.

Indicators:

- Appropriate level of staffing for a school's student population and size of physical facility
- Increased parent and community involvement with the schools
- Expanded options that involve students in alternative learning opportunities
- Expanded social curriculum that promotes positive social skills
- Appropriate resources that support individual, small and large group learning opportunities
- School and community programs that support positive physical education and life long recreational activities

The School District will provide students with opportunities to enrich and extend their learning.

Indicators:

- Availability of enrichment programs at each school
- Availability of extra-curricular clubs and interest areas
- Staff members who model life-long learning

The Middleton-Cross Plains Area School District will hire, train and retain a highly competent, caring, effective staff.

The School District will establish a fair, efficient process for hiring highly qualified staff.

Indicators:

- Administrators trained in current interviewing and hiring practices
- Clear, articulated, measurable job descriptions for all positions.
- Multiple recruitment methods utilized

The School District will support continuous professional development that improves teacher effectiveness and student learning.

Indicators:

- An approved Professional Development Master Plan that includes methods to measure the effectiveness of the plan
- District mentoring and induction program that supports new staff
- Readily accessible technology equipment and training for all staff
- Opportunities for professional growth within the school district

The Middleton-Cross Plains Area School District will collaborate with businesses and institutions of higher education to promote teacher preparation and opportunities for professional growth.

Indicators:

- Quality student teacher and practicum programs
- Participation in sabbatical programs
- Encouragement and support for National Board Certification
- Appropriate staff externship programs with local companies

The Middleton-Cross Plains Area School District will provide programs that meet the needs of all learners.

The school district will establish programs that provide all students with the skills necessary to enjoy full membership in the school community and the community at large.

Indicators:

- Programs to prepare students to enter school “ready to learn”
- 4K Community Services

The school district will provide educational programs that set high expectations and provide learners with life long knowledge and skills.

Indicators:

At levels as provided in the district curriculum, students will:

- Demonstrate basic knowledge
- Demonstrate critical thinking skills
- Demonstrate problem solving skills (Analysis, synthesis and evaluation of information)
- Demonstrate communications skills
- Demonstrate interpersonal skills
- Demonstrate self discipline
- Demonstrate life long physical activity skills

The school district will collaborate with other organizations to meet the ever-changing educational needs of all students.

Indicators:

- Agreements with other institutions
- Mentoring programs
- Adult education opportunities
- Online learning opportunities

The school district will provide programs that meet the ever-changing professional needs of all teachers and staff.

Indicators:

- Locally created professional development programs
- Professional Development opportunities that enhance student learning
- Mentoring programs
- Local post graduate coursework and cohorts
- Online learning opportunities

The Middleton-Cross Plains Area School District will collaborate with families, businesses and community organizations to support the developmental, social, and academic needs of all students and the effective use of community resources.

The school district will work with community organizations and town governments to maximize the effective use of community resources.

Indicators:

- Joint purchases/contracts
- Parents and non-parents involved in school activities
- District web site links to town resources
- Service learning activities are focused on the greater community
- School district voting data shows broad community support

The school district will provide a variety of opportunities to advance communication necessary to improve student learning

Indicators:

- Clear, realistic goals for learning and high standards of behavior and academic work.
- Parents participate in identifying academic and personal goals for students
- Students build and implement personalized plans for success
- Students work in collaboration with peers, teachers, and community
- *Parent curriculum nights*
- Wider distribution of committee minutes

The school district will provide electronic communication necessary to engage and inform parents and community members of the districts' goals and accomplishments.

Indicators:

- Current web pages.
- Electronic newsletter for distribution.
- School/District web sites linked to community, state and regional sites
- Parents access to their student's work electronically
- Assignments and student progress records available electronically

The school district will work with local companies to advance educational opportunities.

Indicators:

- Encourage local business to develop employment practices that will allow parents to participate in their child's school activities without penalty.
- Written acknowledgement of local business support
- Community employee recognition programs
- Assist local companies in meeting their training needs
- Mentoring programs
- Continued work with the Chamber of Commerce
- Online learning opportunities

The school district will provide parents information to assist in helping their students be successful.

Indicators:

- Provide parents with course syllabus and expectations
- Provide guidelines for assisting students in school
- Provide updated Parent Handbooks

The Middleton-Cross Plains Area School District will maintain an ongoing assessment system that measures individual student growth, the effectiveness of district programs and the level of community satisfaction.

The school district will utilize a variety of assessments to measure student growth.

Indicators:

- Curriculum-based assessment systems measure student academic growth.
- Established consistent scoring, evaluation and reporting systems
- Published assessment rubrics
- Electronic portfolios
- Data integrity and analysis

The school district will assess the effectiveness of district program.

Indicators:

- Monitor student selection of programs
- New program proposals will contain an assessment component
- A realistic cycle and process for program review and revision; and curriculum articulation

The school district will engage the community in determining and assessing district and school goals.

Indicators:

- Survey of parents and community members will show levels of satisfaction
- Community feedback circles will show high levels of familiarity of programs and goals
- Community members serve on appropriate district and school based committees

Assessment/Evaluation of Professional Development Plan

- Education Services team meets to reflect on attainment of goals
- Educator completes Self-Assessment.
- The PD opportunities focus on one or more district and/or school goals.
- The PD opportunities align with and tie in with/connect to District/School goals?

Opportunities should include:

- Action Research: opportunities to do a study (alone or with others) focused upon a particular idea or concern using one's own classroom or school as the study sight. (Cohort groups)
- Peer Coach/Mentor: opportunities to serve as a coach to another teacher, particularly in support of beginning teachers.
- Peer Coaching/Mentoring: opportunities to receive mentoring or coaching from a peer.
- Clinical Supervision: opportunities to participate in the observation cycle that includes Pre-Observation Conference, Observation and Post-Observation Conference.

- Professional Learning Communities (PLCs): opportunities to meet regularly with a group of colleagues around a particular topic of interest or common concern. Topics for PLCs could include instructional methods and curriculum content; school-wide practices such as block scheduling, looping, multi-age classrooms; examination of theories- emotional intelligence, multiple intelligences; communication skills, interpersonal skills; etc.
- Professional Developer: opportunities to present workshops or provide learning experiences for other educators.
- Supervising Interns/Student Teachers: opportunities to supervise college/university students during their teaching internships.
- College Courses
- Workshops
- Visitation Days
- Conferences
- Teacher Academies
- Self-Assessment

Independent Opportunities:

- Professional Portfolio: Clear guidelines to be established with the Professional Development Plan
- Reflective Journal
- Creating a “product”
- Parent/Student/Peer Responses
- Statistical Measures/Performance Assessments
- Observation Cycles: peer, supervisor
- Anecdotal Records
- Create a Rubric to measure goals

Professional Development Initiatives

All Professional Development opportunities in district are tied to Education Services Department initiatives and curriculum renewal and the focus is in one of the following strands: assessment, classroom management, curriculum renewal and instruction, professional growth, student achievement and technology. Courses such as *Developing Smart Goals*, *Data Analysis to Inform Instruction*, and *Assessment: Summative and Formative*, are just a few of the examples of coursework that fit into the aforementioned strands.

Opportunities are job-embedded when possible, after school, weekends and summer. The opportunities range from two hour sessions that introduce and have follow-up, two hour follow-up make and takes and two hour updates to 36 hour week long courses that train in depth.

Resources are made available through Professional Development to administrators, teachers and paraeducators and to all curriculum renewal committees. Classes are offered in ongoing major initiatives and “just in time” training.

Current major ongoing initiatives are Nonviolent Crisis Intervention, Framework for Understanding Poverty, SMARTBoard and Autism Training (McPAT). Two major initiatives beginning this year are Positive Behavioral Intervention Supports (PBIS) and Culturally Responsive Classrooms.