

PILLAR #8 - PROFESSIONAL DEVELOPMENT

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The purpose of professional development is to improve learning for adults and students. According to the "Learning Forward" professional association, "In public schools, effective professional development affects students. Student learning and achievement increase when educators engage in effective professional development focused on the skills educators need in order to address students' major learning challenges". Learning Forward goes on to argue that professional development "is most effective when it occurs in the context of an educator's daily work. When learning is part of the school day, all educators are engaged in learning... educators benefit most by learning in the setting where they can immediately apply what they learn---- in the school where they work".

SCS has launched an academic theory of actions – "Schools at the Center of our Organization". To this end, we believe that high quality professional development for all staff (instruction and non-instructional) in every role in our district plays a quintessential role in realizing our academic goals.

SCS offers a plethora of professional development (PD) opportunities for its employees. A comprehensive onboarding process for new employees - Blue Streak Boot Camp - is convened annually and has been a welcomed required activity for new employees from a cross-section of the district. Satisfaction surveys validate that the boot camp is effective. The design of the Blue Streak Boot Camp helps new employees understanding daily operations required by state code and Board of Education policy in the new employees various. A key component of the boot camp also relates to Sandusky's rich history of pride, tradition and excellence.

All employees must routinely complete mandatory training in Bloodborne Pathogens for School Employees, Getting a Safety Data Sheet, Ohio Ethics Law Homeless Education and Restraint and Seclusion.

Staff members participate in various PD opportunities offered regionally, state-wide and nationally to ensure that best practice and evidence-based practices are advanced. The district also hosts four mandatory PD days that begin with a launch in August and recur quarterly.

Professional development offerings are differentiated amongst staff. The district has incorporated the recommendations made by the Ohio Department of Education (ODE) outlined in the "The Crosswalk" document. The district's 2018-2019 Academic Professional Development offers directly address the ODE Crosswalk recommendations. Many of the PD offerings are job embedded and incorporate activities that strengthen a collaborative culture of learning steeped in data-driven decision making. A recent PD evaluation for August 2018 indicates that the first district PD day met the needs of employees. Of the 255 employees that provided feedback, 232 employees indicated that the PD they attended in August was useful and information was applicable to their professional role.

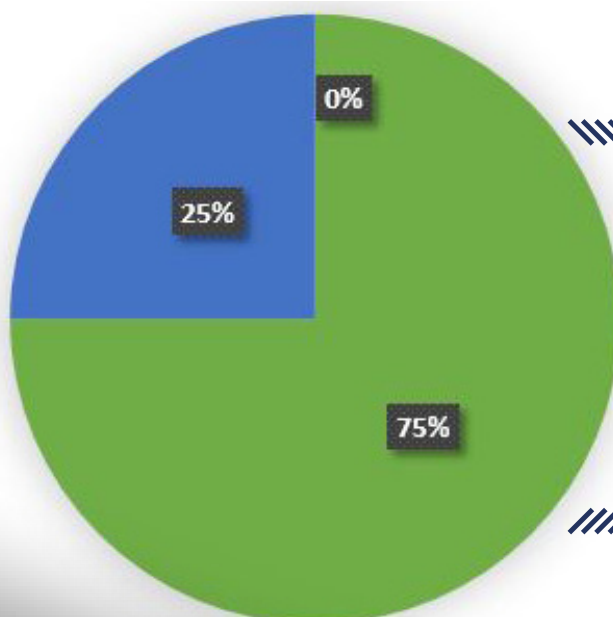
One major shift in how the district provides PD that will impact the instructional staff includes strengthening how we monitor and support new professional learning. This new model ensures that teacher voice and data-driven decision-making are critical components of curriculum-based PD implementation. Curriculum/Curricular Implementation Support Visits entail opportunities for the Chief Academic Officer's team to collect data to use for PD planning. Additionally, teachers will have an opportunity to collaborate across classrooms and schools with their peers on developing lessons with new curriculum materials.

Instructional Leadership Coaching will be a new hallmark of how principals receive job-embedded PD in Sandusky City Schools. During the 2018- 2019 school year principals will receive job-embedded PD the through various opportunities outlined under Highlights.

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HIGHLIGHTS:

- Implementation/refinement of the following:
 - District Focus Team training on data-driven decision making in a group setting administrators work with their colleagues to analyzing various student data to improve student learning
 - Learning Walks for Leaders, which engages administrators in reflective practice on how to support effective teaching through one-to-one coaching with the Chief Academic Officer while implementing instructional rounds
 - Collaborative Inquiry for Leaders, which allows administrators to convene instructional rounds in each other's schools to calibrate high quality teaching while focusing on how to better understand the implications of vertical articulation within the framework of advancing problems of practice
- The district has recently convened a new Curriculum and Professional Development Advisory Committee to vet new district-wide professional development opportunities to incorporate into the district's PD plans. The district will continue to refine professional learning opportunities using data.



GOAL STATUS:

3/12	Completed	25%
9/12	In Progress	75%
0/12	Not Started	0%