

Dickinson Public Schools
Professional Development Plan
2010-11

Mission Statement: The mission of the Dickinson Public Schools is to provide educational opportunities and experiences to empower all students to develop their academic, physical, social, personal, creative and career potential.

Professional Development Philosophy - Professional development in Dickinson Public Schools should:

- enhance student learning
- focus on the use of best practices
- be linked to school improvement
- be sustained over time
- include teacher collaboration

Needs Assessment: Professional development needs are identified by the Professional Development Leadership Team each year. This committee includes teachers, administrators, and a school board member representing the schools in our district. In addition, specific surveys were conducted to identify the following: needs of PLC Teams (spring) and interactive board user needs (fall). As a result the following goals were identified.

1. Provide ongoing professional development and support in the curriculum areas identified as having the greatest need
2. Provide ongoing professional development, support and collaboration time for PLC teams
3. Provide a mentor and assistance to each teacher new to the district
4. Provide professional development to assist teachers and buildings in the use of student assessment data
5. Provide ongoing professional development in the use of technology to engage students as active learners

Additional information on each goal can be found on the following pages.

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Need: Provide ongoing professional development and support in the curriculum areas identified as having the greatest need.

MEASUREABLE OBJECTIVE	ACTIVITIES	TIMELINE	PARTICIPANTS	EVALUATION
based on identified need	to meet the identified need	for completing the activity	invited or required	How will results be measured?
All new elementary teachers will be trained in the use of Investigations.	1) Training will be provided 3 times throughout the year. This will include classroom visits within the district. 2) PLC Teams will focus on improving student learning in mathematics. Much of this conversation will include the use of Investigations.	2010-11 school year	All new elementary teachers	An evaluation will be used at the end of the session.
Math teachers in grades 6-8 will be trained in the use of Connected Math	1) Training at a summer conference will be offered to teachers in grades 6-8. 2) PLC Teams will focus on improving student learning in mathematics. Much of this conversation will include the use of Connected Math.	2010-11 School year	1) Teachers will be encouraged to participate in the summer training. 2) All math teachers will work with a PLC Team	Evaluation forms used after the conference or end of year evaluation.

<p>ELA Teachers will have opportunities to explore best practices</p>	<p>1) Book Studies will be available</p>	<p>2010-11 school year</p>	<p>1) Teachers will be invited to participate in book studies 2) Teachers on the ELA Curriculum Committee will study best practices through article and / or book studies 3) All K-5 language arts teachers will participate in a book study on Reading Essentials.</p>	<p>End of study evaluations</p>
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Need:

Provide professional development to assist teachers and buildings in the use of student assessment data

MEASUREABLE OBJECTIVE	ACTIVITIES	TIMELINE	PARTICIPANTS	EVALUATION
based on identified need	to meet the identified need	for completing the activity	invited or required	How will results be measured?
All teachers will be trained in the use of Viewpoint	1) Train new teachers 2) Training as needed within buildings	2010-11 School Year	All teachers and building level leaders	Direct Feedback
School Improvement Leaders will meet for collaboration during the summer to review student data	1) School Improvement Camp or like activity	Summer 2010	School Improvement Teams will be invited to participate	Direct Feedback

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Need:

Provide a mentor and assistance to each teacher new to the district

MEASUREABLE OBJECTIVE	ACTIVITIES	TIMELINE	PARTICIPANTS	EVALUATION
based on identified need	to meet the identified need	for completing the activity	invited or required	How will results be measured?
All teachers new to Dickinson Public Schools will be offered a mentor.	Mentors and mentees will meet as needed.	2010-11 School year	Teachers new to DPS will be invited to participate in the mentoring program	End of year evaluation
All teachers new to Dickinson Public Schools will attend a new teacher training.	1) Become familiar with the district policies and procedures. 2) Training on the use of the Web Gradebook. 3) All new teachers will be trained in the use of Viewpoint	August 2010	All new teachers	Direct feedback

<p>All new teachers will have opportunities to learn about the PLC philosophy</p>	<p>1) Participation on a PLC team will help new teachers become familiar with the PLC philosophy, Power Benchmarks, and Common Assessments</p> <p>2) All new teachers will be invited to participate in a book study on PLCs.</p>	<p>2010-11 School year</p>	<p>All new teachers</p>	<p>End of year evaluation</p>
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Need:

Provide ongoing professional development, support and collaboration time for PLC teams

MEASUREABLE OBJECTIVE	ACTIVITIES	TIMELINE	PARTICIPANTS	EVALUATION
based on identified need	to meet the identified need	for completing the activity	invited or required	How will results be measured?
Teachers / teacher leaders will increase their understanding of PLCs through various activities	1) Attending a Solution Tree Institute 2) Taking part in a book study 3) Taking part in a school visit	2010-11 School Year	All teachers and teacher leaders	End of year evaluation
All teachers will have opportunities to "Learn by Doing" through their involvement on a PLC Team	1) District Inservice Days 2) Early Release days 3) Building Level PLC Teaming	2010-11 School Year	All teachers	End of year evaluation

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Need:

Provide ongoing professional development in the use of technology to engage students as active learners

MEASUREABLE OBJECTIVE	ACTIVITIES	TIMELINE	PARTICIPANTS	EVALUATION
based on identified need	to meet the identified need	for completing the activity	invited or required	How will results be measured?
Train all teachers who have interactive white boards in their classroom	1) Training provided for all beginners 2) Ongoing training is optional for those who have had boards previously	August - October 2010	All teachers with interactive whiteboards	End of activity evaluation
Training will be available for specific technology needs	1) RESP January Inservice 2) Office 07 Training as needed	2010-11 School Year	All teachers	End of activity evaluation

