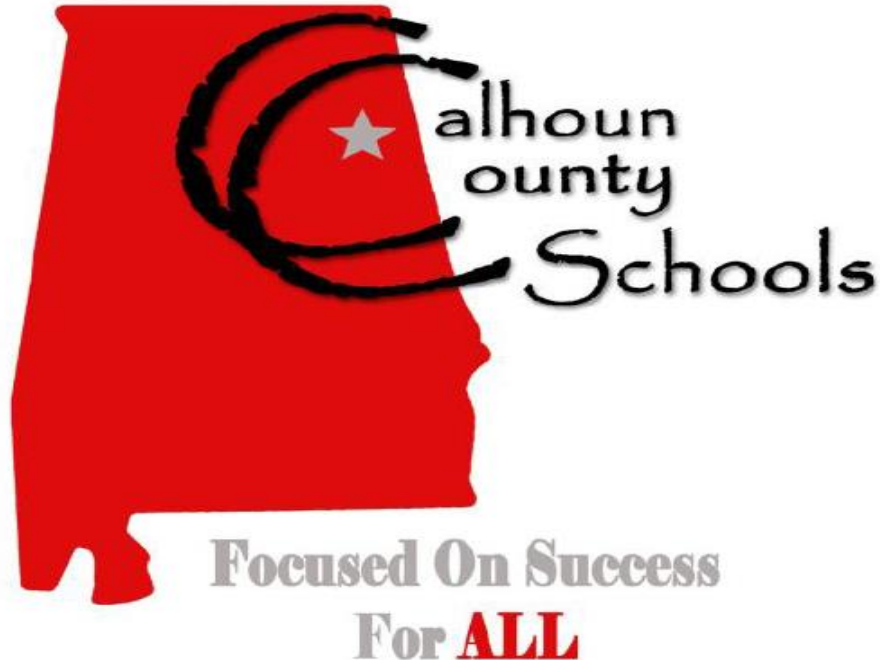


# Calhoun County Professional Development Plan 2019-2020

*Mission: It is the mission of the Calhoun County School System to reach and promote the needs of every child in terms of their abilities, learning styles, interests, and diversities. Working in collaboration with all stakeholders, the Calhoun County School System challenges all students to reach their highest levels of achievement through rigorous, high-quality instruction while providing a safe and positive environment.*



*The Vision: Every Child A Graduate-Every Child Prepared for College/Work/Adulthood in their future*

*Every School Focused on Success of ALL Children.*

# Calhoun County Professional Development Plan

Calhoun County's plan for professional learning is focused on increasing student engagement and student achievement, preparing students for college and/or career through real life learning experiences, and promoting positive culture and climate in our schools. Our plan is focused on teacher professional learning that will positively impact individual student learning. Technology is embedded in and connected to all of our planned professional learning. This professional learning has a variety of topics, but it is all connected to those areas.

Calhoun County's plan for professional learning is a living, breathing, flexible document so that additions or changes can be made as we go through the year. New events, circumstances such as student needs or teacher needs may develop which would need addressing with professional learning. Our professional learning plan is driven by student data, needs assessments, and data gained from our surveys with students, teachers, and administrators. Our plan involves on-going evaluation so that changes can be made for greater effectiveness.

We continue to strive to provide high quality professional development for our teachers and administrators in order to provide quality instruction for our students in the classroom. Part of this professional development includes in class support to teachers with the use of our two math instructional coaches, system professional development specialist, ARI Reading Specialists as well as support from ARI, Technology In Motion, AMSTI, Consultants and PowerSchool. We continue to strive to find the most current strategies and techniques to share with our teachers. These techniques and strategies center on the standards and encourage teachers to look for evidence of student learning. By keeping the standards at the forefront, we can focus the essential outcomes around the questions; how do you know students are learning and what evidence do you have at all phases of the lesson of student learning. As we continue to support our teachers and administrators in looking for evidence of student learning as they unwrap the standards, the achievement of our students should increase. Our evidence of student learning will be evaluated with our formative assessments, benchmark assessments, and our summative assessments.

## LEADERSHIP

**PLU's** - As a district, we value and support our leaders and teacher leaders by offering a local Professional Learning Unit (PLU) or state approved ACLD - PLU each year for anyone who holds an Instructional Leadership Certificate.

**Assistant Principal Academy** - As a district our Assistant Principals participate in four meetings during the school year to build instructional leadership and student services.

**Aspiring Administrator Academy** - As a district each summer we offer a two day Aspiring Administrator Academy. This academy is for teachers wanting more of a leadership role in their grade level, content area and their school.

## TEACHERS

**Educator Effectiveness** - Our district Educator Effectiveness Plan has provided teachers with Professional Development opportunities by observing the classrooms of their peers and having specific time for reflection.

**Teacher Mentors**- Our district provides a mentor to each newly hired teacher. The school based mentor meets weekly with the new teacher to provide support, guidance, assistance and an advocate for the new teacher. Our system Professional Development Specialist meets with new teachers at the district level to provide additional professional development and support. The system Professional Development Specialist also provides in class support for all new teachers.

**Teacher PLCs** - Our district provides time for all content area teachers 7-12 to participate in district PLCs. These sessions focus on best practices, student data and targeted student support to better help teachers to support students. Elementary teachers meet in grade level PLCs focusing on best practices, student data and targeted student support.

**Summer Professional Development** - Our most recent summer professional development survey results in March of 2018 indicated that most teachers requested PD in “Technology Use in the Classroom”, followed by teachers requesting PD in “Effective Teaching Strategies”. Moving forward, teachers will be provided many PD opportunities during the summer in both of these areas, as well as a variety of other instructional strategies.

## 2019 - 2020 In-Service Professional Development Schedule

**Drafted - April 25, 2019**

Dates	Training Focus	Target Audience
July 29, 2019 and July 30, 2019	New Teacher Orientation: <ul style="list-style-type: none"><li>● Lee vs. Macon</li><li>● Health Services</li><li>● CHAMPS - Discipline</li><li>● Framework of Poverty</li><li>● Technology</li><li>● District Policies and Procedures</li><li>● Dyslexia Awareness Training</li></ul>	New certified teachers and certified staff members.
August 1, 2019	District Based Professional Development	
	<ul style="list-style-type: none"><li>● Institute - Morning Session</li></ul>	All District District Based Employees
	<ul style="list-style-type: none"><li>● Medication Training - Afternoon Session</li></ul>	All Newly Hired Parapros and anyone else deemed to be a new medication assistant.
August 2, 2019	School Based Professional Development	All School Based Employees
May 22, 2020	Teacher Work in Your Room Day	All School Based Employees