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PROFESSIONAL DEVELOPMENT UPDATE

March 7, 2012

PROFESSIONAL DEVELOPMENT

- ◉ Is an essential long-term investment to successfully teach all students high standards
- ◉ Creates learning communities that provide mutual support and focus on learning
- ◉ Yields “professional learning” in instruction, curriculum and assessment
- ◉ Promotes deep understanding by requiring interaction, reflection, practice and feedback
- ◉ Advocates for teamwork
- ◉ Establishes a learning environment that communicates high expectations for academic achievement and interpersonal relationships
- ◉ Allows teachers to experience first-hand the approaches they will use with their students

GUIDING QUESTIONS

- ◉ What are all students expected to know and be able to do?
- ◉ What must teachers know and do to ensure student success?
- ◉ Where must staff development focus to meet both goals?

2011-2012 RELEASE DAY SCHEDULE

Completed Sessions:

- ◉ September 28, 2011
- ◉ October 27, 2011
- ◉ December 6, 2011

Upcoming Sessions:

- ◉ March 13, 2012
- ◉ May 3, 2012
- ◉ June 12, 2012 (Full Day)

ELEMENTARY EARLY RELEASE DAYS

Grade 3 Teachers

- ◉ Literacy and Comprehension Training embedding the new *Treasures* program – 4 sessions
with Ginny Balicki of Teachers-21
- ◉ Common Core Math Standards and *Everyday Math*
 - 2 sessions with Nancy Clement and Bonnie O'Neill, Math Coaches, DPS

Grade 1 & 2 Teachers

- ◉ Literacy and Reading Comprehension – embedding the *Treasures* Reading Program
 - 4 sessions with Mary Canner, Teachers-21
- ◉ Common Core Math Standards and *Everyday Math*
 - 2 sessions with Nancy Clement and Bonnie O'Neill, Math Coaches, DPS

Grade 4 and 5 Teachers

- ◉ Teaching writing with Lucy Calkins

- 4 sessions with Kathy Dodwell, Teachers-21

- ◉ Common Core Math Standards and *Everyday Math*

- 2 sessions with Nancy Clement and Bonnie O'Neill, Math Coaches, DPS

All Early Childhood Education Center Teachers
Elementary Librarians
Remaining Elementary Staff

◉ Instructional Practices that Maximize Student Achievement

-6 sessions with Cynthia Marchand, Ribas Associates and Publications, Inc.

Elementary Adjustment Counselors,
Psychologist, Occupational Therapists,
Physical Therapists and Speech and Language
Pathologists

◉ Social Thinking Curriculum

- 6 sessions with Tracey Stoll, Learning Solutions, LLC

All ECEC and Elementary Aides

- ◉ Autism Behaviors and Effective Teaching Strategies

- 6 sessions with Sheila Bessette, Board Certified Behavior Analyst (BCBA), Dedham Public Schools

EARLY RELEASE DAYS

K-12 STAFF

- ◉ Curriculum and Assessment in the Arts
(Fine Arts staff not attending Ribas or NEASC)
 - 6 sessions with Scott Abrahamson, Director of Fine Arts
- ◉ Health and Wellness for Nursing Staff
 - 6 sessions with Gail Kelley, Nursing Director, DPS

SECONDARY EARLY RELEASE DAYS

- ◉ Data Analysis and Action Planning for Middle School
Selected teachers
-6 sessions with Ms. Gately and Dr. Fraczek, DMS Administration
- ◉ Effective Strategies for Middle School
Selected teachers and middle school aides
-6 sessions with Jennifer Miller, Teachers-21
- ◉ Instructional Practices that Maximize Student Achievement
Remaining Middle and High School teachers
-6 sessions with Carol Gregory, Ribas Associates
- ◉ Transition Planning
MS and HS Special Education Teachers, Adjustment Counselors
and Psychologists
-6 sessions with Paula Pike, Teachers-21

SECONDARY

EARLY RELEASE DAYS - CONTINUED

- ◉ Effective Strategies for High School

High School aides and unassigned staff

-6 sessions with Pauline Allaire Adams, Teachers-21

- ◉ High School NEASC

Assigned High School Staff

-6 sessions with Principal McCarthy

EMBEDDED PROFESSIONAL DEVELOPMENT - PROGRAM IMPROVEMENT (274 GRANT)

- ◉ EmPower Written Expression
 - Architects for Learning
- ◉ Orton Gillingham Training
 - Commonwealth Learning Center

EMBEDDED PROFESSIONAL DEVELOPMENT - CONTINUED

- ◉ Responsive Classroom – January 30 – February 3, 2012
-Ms.Susan Roser, Federation for Children
- ◉ Math Analysis with Dr. Radha Kalathil
- Fall and Winter
- ◉ Technology Integration Workshops
Dr. Cathleen Oravetz and Ms. Paula Marini, DPS
- ◉ Grade-level Curriculum Meetings (Chorus Time)
Principals as facilitators

AFTERSCHOOL PROFESSIONAL DEVELOPMENT

Wednesday Hour-Long Meetings

- ◉ Curriculum Revision

- Principals and Department Chairs
- High School NEASC Chairs

- ◉ Special Education Topics/Issues

- Ms. Nancy Coppola, Elementary Director
- Ms. Dale Carberry, Secondary Director

- ◉ Elementary Math Curriculum Work

- Mrs. Bonnie O'Neill and Ms. Nancy Clement

AFTERSCHOOL COURSES

M⁴ (Making Math More Meaningful) + U

-3 one-credit courses

- ◉ **Cycle 1** (15 hours) Tuesdays, January 10 through February 7, 2012
- ◉ **Cycle 2** (15 hours) Tuesdays, beginning Feb. 28 through April 3, 2012
- ◉ **Cycle 3** (15 hours) Tuesdays, April 10 through May 15 and online

-Instructors: Nancy Clement and Paula Marini

-Can be taken for Endicott College Graduate Credit

AFTERSCHOOL MENTORING PROGRAM

- ◉ District responsibility
- ◉ Licensure Requirement
- ◉ New Teacher Orientation
 - Last Tuesday each August
 - Lyndy Johnson, Teachers-21 Consultant & Simmons College Professor
- ◉ Monthly Meetings
- ◉ Assigned Mentors
- ◉ 50 hours logged during first and second years of teaching

PROFESSIONAL LICENSURE RESPONSIBILITIES

- ◉ Remain current in field/discipline
- ◉ Hold appropriate, active certification
- ◉ Be Highly Qualified (HQ) in Core Academic Areas (Dedham has 100% HQ teachers.)
- ◉ Develop and annually update with Principal/Administrator an Individual Professional Development Plan (IPDP)
- ◉ Tie goals and objectives to District and School Improvement Plans
- ◉ Earn 150 PDPs (professional development points) in content and pedagogy within 5-year certification cycle, plus 30 PDPs for each additional license

MASSACHUSETTS LICENSURE REQUIREMENTS

- ◉ Professional Status – next 5-year cycle ending for many in 2014
- ◉ Initial Status
 - Good for 5 years of employment
 - Can be converted to Professional Status after 3 years of employment with Masters
 - Masters Degree required within 5 years
 - Must complete mentoring program
- ◉ Preliminary Status
 - Good for 5 years of employment
 - Cannot be renewed