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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

- ① What are all students expected to know and be able to do?
- ① What must teachers know and do to ensure student success?
- ① 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