
PROFESSIONAL DEVELOPMENT

MARLBOROUGH BOARD OF EDUCATION

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- An effective professional learning system:
- is fundamental to both educator and student growth;
- supports the developmental process for educator growth in knowledge and skills, and addresses stages of change;
- provides each and every educator access to opportunities to engage in continuous, career-long learning to refine, improve and enhance practice;
- supports an ongoing process, not an isolated event, that results in changes to individuals first, then organizations;
- includes relevant job-embedded learning that requires dedicated and sustained time;
- supports individual educator; team, school, district and state improvement goals aligned to a vision for teaching and learning;
- promotes educator collaboration around relevant, meaningful goals that support teaching and learning;
- encourages all members of the learning community to build and cultivate collective responsibility, continuous improvement, and shared leadership toward effective professional learning experiences; and
- uses knowledge and understanding of different cultures in the school community to promote effective interactions among students, educators, families and the larger community

VALUES AND DESIGNS

REQUIREMENTS FOR PROFESSIONAL DEVELOPMENT

- Provide a minimum of 18 hours annually of PD
- Preponderance of small group or individual instructional setting
- Comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge achievement
- Focus on refining and improving various effective teaching methods that are shared between and among educators
- Foster collective responsibility for improved student performance
- Shall be comprised of professional learning that meets the following criteria—
 - aligns with rigorous state student academic achievement standards;
 - conducted among educators at the school and facilitated by principals; coaches, mentors, distinguished educators, or other appropriate teachers; o
 - occurs frequently on an individual basis or among groups of teachers in a job embedded process of continuous improvement; and o
 - includes a repository of best practices for teaching methods developed by educators within each school that is continuously available to such educators for comment and updating.

STATE OF CONNECTICUT REQUIRED PROFESSIONAL DEVELOPMENT CT GENERAL STATUTES

- DCF training
- Sexual Harassment Training
- Impact of Drugs and Alcohol on Personality Development
- Conflict Resolution
- CPR, emergency life saving procedures, food allergies, epi pen, blood borne pathogens
- Teaching of language arts, reading, and reading difficulties
- Teacher evaluation
- Cultural competency
- School Safety and Security
- Crisis Prevention
- Personally Identifiable student information (FERPA)

PROFESSIONAL DEVELOPMENT PRESENTERS (STARTING 2015)

- Dr. Devin Kearns (Reading Difficulties and Strategies for Addressing Comprehension Problems)
- Dr. Jeff Danforth (Challenging Behaviors: Children with Co-Occurring ADHD and Defiant Oppositional Behavior)
- Lissa Johnson (NGSS standards)
- Dan Coughlin (State Department of Education, Social Studies)
- Kris Wraight (Restorative Practices)
- Karen Luth (Lexia – reading)
- CT State Police & Marlborough Police and Rescue Personnel (active shooter training)
- Google Classrooms

CEA PROFESSIONAL DEVELOPMENT DAY

Based on feedback from a staff survey on professional development offerings from the CEA, the following workshops were offered to staff:

- Teachers and the Law
- Special Education Law
- Building a Culture of Empathy
- Unconscious Bias

INDIVIDUALIZED PROFESSIONAL DEVELOPMENT

- Connecticut Reading Conference (yearly attendance)
- CT Council for Social Studies Conference: Equipping Informed Citizens
- Oral Proficiency Integration (Spanish)
- Handwriting Without Tears
- Executive Functioning
- Kim Sutton's Math
- Lively Letters
- ADOS Training
- Orton Gillingham Training

TAPPING IN-HOUSE TALENT (PROFESSIONAL DEVELOPMENT)

- Lit Leveler and Content Text: Lit Leveler tech tool as way to locate texts to address reading levels in the classroom.
- Lively Letters: Phonological awareness training
- Programming with Dash and Mindstorms
- 10 Block Fact Fluency: strategies for fact practice in daily instruction
- Guided Math: Workshop on the guided math philosophy and implementation strategies
- PowerGrade: Instruction in how to use the PowerGrade section of PowerSchool.
- Biblionasium: Learn how to sign up and use the largest book club.