

# PROFESSIONAL EDUCATION REPORT

## Overall progress as of January 2009

**Goal: 1.) Improvement of Student Achievement**

*Description:* A) All students enrolled in the Gateway School District will demonstrate academic proficiency in all curricular areas as prescribed by assessment measures aligned with state and national standards.

B) All students in the Gateway School District will attain the level of proficient or advanced in reading and math or meet the state growth standard in each of the aforementioned content areas.

**Strategy: Implement a Standards Aligned System**

*Description:* Through a standards-aligned system where curriculum, instruction, and assessment work in concert and are standards-based and data informed, all students will attain the level of proficient or advanced in reading and math or meet the state growth standard in each of the aforementioned content areas.

*Activities:*

Activity	Description	
Organizing and Disseminating Data, Information, and Materials	District administrative team will organize and disseminate student achievement data to staff members. This assessment data will be analyzed in an effort to identify and conduct staff development needs.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***Building principals have worked with grade-level team leaders, counselors, and staff members to ensure that our curriculum is aligned with the PA state standards. We have also developed assessments that measure our students' attainment of these standards. These assessment results are shared and analyzed by administrators and teachers to ensure that we are providing instruction and intervention to help our students attain a level of proficiency or advanced rating. Up to this point, we have used this data to enhance our clarity of our content which will improve instruction and achievement.***

Activity	Description	
Providing Differentiated Staff Development Activities (Principals/Administrators)	Provide high quality professional development activities to all principals relating to standards, data analysis, differentiated instruction, and assessment to support each building's needs.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$10,000.00

***Building principals have conducted building meetings to analyze data, conduct discussions related to improving instruction, and enhance our core knowledge of differentiated instruction. Our Professional Development meetings have focused on developing clarity of content related to standards-based report cards which will be rolled out in the 2009-2010 school year. Moreover, we have also focused on instructing the non-negotiables of differentiated instruction to ensure that our staff members are accountable for meeting each child's need. This focus will help our students attain a rating of proficiency.***

Activity	Description	
Providing Differentiated Staff Development Activities (Teachers)	Provide meaningful staff development time for teachers to work with principals, department chairs, team leaders, and data manager and analysis coordinator to analyze data.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***Principals and teachers are continuously using assessment data to impact our instruction. We meet as grade levels and as teams within our building to analyze data and discuss alternate ways to instruct our students according to their needs. Moreover, we work with grade-level team leaders and teacher leaders to provide Professional Development based on the needs determined by our Professional Development Committee. Additionally, at the secondary level, there has been implementation of the National Literacy Project which provides teachers with strategies they can implement according to student readiness.***

**Goal: 2.) Academic Responsiveness and Intervention for All Students**

*Description:* All students in the Gateway School District will be monitored and given academic instruction that is responsive to their readiness, interest, and learning profile.

**Strategy: Implement Differentiated Instruction and Evidence-Based Interventions, Meeting the Needs of All Learners**

*Description:* Design and implement data-informed effective/differentiated instruction and interventions that considers the readiness, interest, and learning profile of each student

*Activities:*

Activity	Description	
Conduct a Needs Assessment	District leadership will conduct a global needs assessment with the professional staff at least every three years. This needs assessment will ascertain not only professional development topics, but also methods for delivery.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

Activity	Description	
Create a Professional Education Committee	The Gateway School District will organize a Central Office Professional Education Committee charged with designing a structure for regular, articulated professional development opportunities.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

Activity	Description	
Research Current Educational Topics	The Committee will search current mandates, research and best practices to determine professional education topics.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***In accordance with our Collective Bargaining Agreement, the Professional Development Committee, comprised of district administrators, teachers, and union leaders, will develop a meeting schedule and topics determined by a district needs assessment. The dates for our Professional Development Meetings have been determined as of December and district administrators will determine the topics of these meetings based on the needs assessment.***

**Goal: 3.) Social and Emotional Development to Ensure Successful District Integration**

*Description:* All students in the Gateway School District will have the opportunity to be educated within a safe and accepting environment.

**Strategy: Create, Reinforce and Extend Programs and Structures that Promote Safety and Acceptance Within Schools**

*Description:* All students will be educated in a safe and accepting environment within the Gateway School District.

*Activities:*

Activity	Description	
Analyze and Plan Using Needs Assessment	Use the needs assessment data to create professional development that addresses social and emotional development of students.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***Guidance counselors are working to provide programs that address the social and emotional development of our students. These programs relate to bullying, friendship groups, and bereavement groups. These programs, in accordance with the development of consistent elementary school agreements/rules, allow principals to create a positive school climate. Building discussions with students and staff also focus on a consistent message and positive school culture. At the secondary level, administration has conducted meetings to plan for future professional development through the use of surveys.***

Activity	Description	
Professional Development	Respond to current mandates and district crisis response needs to plan professional development activities designed to improve student safety.	
Person Responsible	Timeline for Implementation	Resources
Michael Fisher	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***In accordance with our communications director, our administrative staff has developed an emergency response plan specific to each building in the Gateway School District. Additionally, each building has been equipped with the capability to communicate district-wide in case an emergency situation would arise. Plans are regularly monitored and evaluated for their effectiveness.***

**Goal: 4.) Communications**

*Description:* Communication among all stakeholders will be efficient, effective, and respectful.

**Strategy: Develop and Implement a Comprehensive Communication Plan**

*Description:* Develop and implement a communication plan that effectively informs all stakeholders while promoting collaboration and feedback.

*Activities:*

Activity	Description	
Develop an Assessment Tool to Gather Staff Input	The Professional Education Committee will develop a method to gather regular input from each district program, school, department and the strategic plan to ascertain professional education needs and opportunities for all professional and support staff members.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

Activity	Description	
Plan Staff Development and Share With Staff	Professional education goals and strategies will be set annually and will be shared with the professional and support staff. When possible, topics for each in-service day and other professional education opportunities will be included in the annual notification. The Professional Education Committee will be charged with this task.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***The Gateway School District Professional Development Committee has developed a needs assessment based on what teachers felt they needed as well as a few items administrators felt were necessary. Each staff member was given the opportunity to complete this assessment in an effort to determine the district's professional education needs. The results of this assessment, as well as the mandated Title IIA assessment and Gateway School District Act 48 Plan, will be used by administrators to develop professional development opportunities.***

**Goal: 5.) Building Human Capacity**

*Description:* The Gateway School District will actively recruit and seek to retain highly qualified individuals at all levels of the organization.

**Strategy: Implement an Effective Recruitment Process that Secures Highly Qualified Individuals, Maintains Their Commitment to the Organization, and Promotes Their Individual and Professional Growth**

*Description:* Design, implement, and refine internal structures and processes that aid the district in securing highly qualified individuals, maintaining their commitment to the organization, and promoting professional growth.

*Activities:*

Activity	Description	
Developing Learning Communities	The Gateway Professional Development Committee will develop and sustain effective professional learning communities with cohort study groups based on the principles of differentiated instruction.	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***Principals meet regularly with teachers to create a community-like study group for specific topics of interest. These monthly meetings focus on data analysis and discussions focus on scheduling and instructional needs. These meetings will continue to reinforce the need for staff members to use data to drive instruction in an effort to meet varying needs of our students.***

Activity	Description	
Professional Development for Teachers	The Gateway Professional Development Committee will offer multiple professional development delivery methods: self study, blended study groups, on-line activities and administrative-facilitated groups	
Person Responsible	Timeline for Implementation	Resources
Not Currently Assigned	Start:4/1/2008 Finish: 6/1/2009	\$0.00

***This strategy will be a focus of the Professional Development Committee as we continue through the Strategic Planning process.***