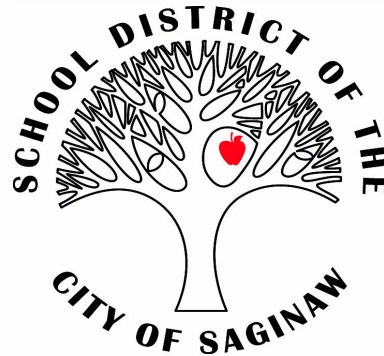


# **Professional Development**

## **School District of the City of Saginaw**

June 18, 2025



Moving with Purpose



## CORE BELIEFS

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**SPSD BELIEVES FUNDAMENTALLY THAT:**

1. EVERY STUDENT WILL LEARN
2. EXCELLENCE FOR ALL
3. EDUCATION IS A SHARED RESPONSIBILITY
4. INCLUSION AND DIVERSITY IS CELEBRATED
5. INNOVATION IS IMPERATIVE TO IMPROVEMENT

## MISSION

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**THE SPSD MISSION IS TO BE A GLOBALLY COMPETITIVE SCHOOL DISTRICT THAT PREPARES AND INSPIRES STUDENTS TO ACHIEVE THEIR FULL POTENTIAL.**

## VISION

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**EDUCATED,  
INNOVATIVE,  
GLOBAL LEADERS**

# DISTRICT GOAL STATEMENTS

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- GOAL #1**    **OPERATIONS:** SPSD WILL MAKE SOUND FISCAL & INFRASTRUCTURE DECISIONS FOR SHORT—& LONG— TERM GROWTH AND SUSTAINABILITY.
- GOAL #2**    **ACADEMICS/PROGRAMS:** SPSD WILL PROVIDE ACADEMIC & EXTRACURRICULAR PROGRAMS THAT ARE COMPREHENSIVE AND COMPETITIVE.
- GOAL #3**    **PERSONNEL & LEADERSHIP:** SPSD WILL RECRUIT, DEVELOP & RETAIN A HIGH-QUALITY WORKFORCE.
- GOAL #4**    **COMMUNICATION & ENGAGEMENT:** SPSD WILL DEVELOP AND IMPLEMENT A COMPREHENSIVE COMMUNICATIONS AND ENGAGEMENT PLAN.
- GOAL #5**    **LEARNING ENVIRONMENT & CULTURE:** SPSD WILL PROVIDE A STUDENT-CENTERED LEARNING ENVIRONMENT THAT ADDRESSES THE NEEDS OF THE WHOLE CHILD.

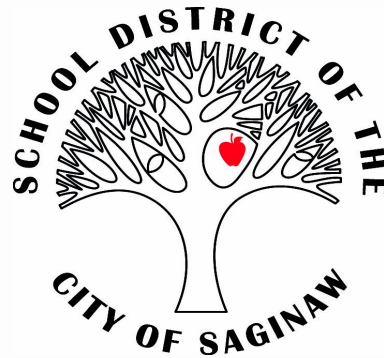
# Professional Development

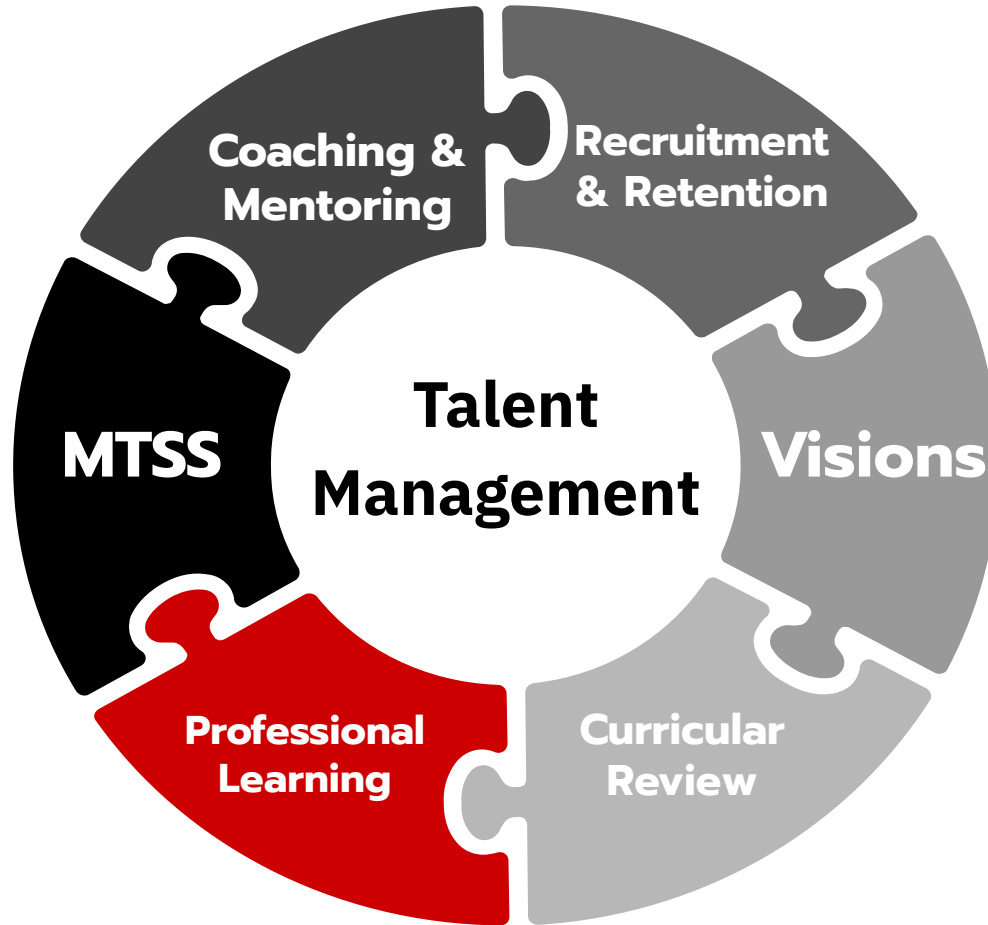
**District Goal #3 Personnel & Leadership:** SPSPD will recruit, develop & retain a high-quality workforce.

Objective #2: Develop A Structure for Ongoing Mandatory PD for ALL & Third Party Vendors

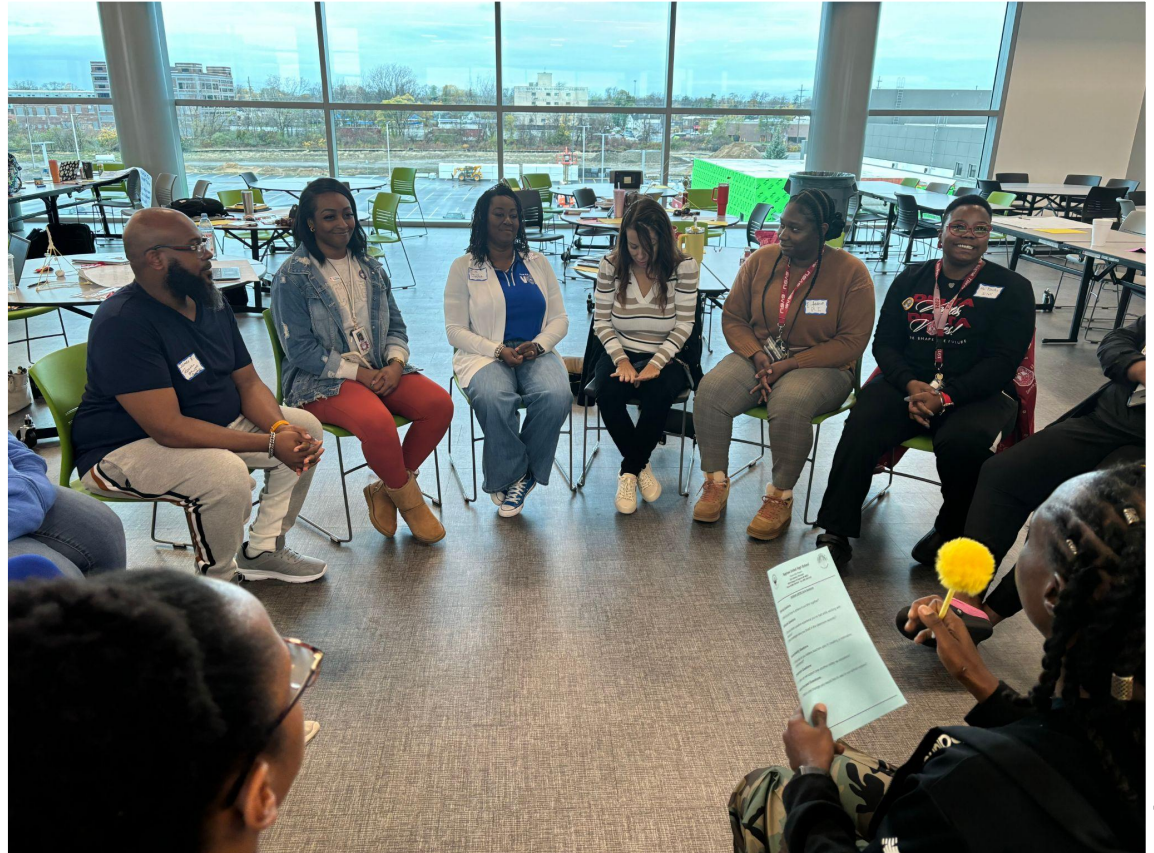
- SPSPD has continued to provide an exemplar New Teacher Academy that continues to develop and grow.
- Highly Qualified Mentors are paired with teachers to give ongoing support.
- New Teachers are provided no less than one additional two hour professional development session per month.
- Fall, winter, spring, and summer additional PD sessions are provided during non-contractual time for teachers to choose targeted professional needs. *These are paid trainings offering additional compensation.*
- SPSPD partners with ISDs, community organizations, and trusted consultants to provide additional opportunities for staff development growth.
- Continue to provide high quality District Provided Professional Development for all.

# **District Provided Professional Development**





**Who needs  
professional  
development?**



# Professional Development

**District Goal #3 Personnel & Leadership:** SPSD will recruit, develop & retain a high-quality workforce.

Objective #2: Develop A Structure for Ongoing Mandatory PD for ALL & Third Party Vendors

SPSD has continued to provide the required five District Provided Professional Development days for teachers, and has gone above and beyond to include professional development for:

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li><input type="checkbox"/> Security</li><li><input type="checkbox"/> Food Service</li><li><input type="checkbox"/> Social Workers</li><li><input type="checkbox"/> Counselors</li><li><input type="checkbox"/> MTSS Specialists</li><li><input type="checkbox"/> Project Find Coordinator</li><li><input type="checkbox"/> Administrators</li><li><input type="checkbox"/> Truancy Officers</li></ul> | <ul style="list-style-type: none"><li><input type="checkbox"/> Behavior Interventionists</li><li><input type="checkbox"/> Academic Interventionists</li><li><input type="checkbox"/> Secretaries</li><li><input type="checkbox"/> Classroom Aides</li><li><input type="checkbox"/> Attendance Improvement Specialists</li><li><input type="checkbox"/> Media Specialists</li><li><input type="checkbox"/> Deans</li></ul> |
|---|---|

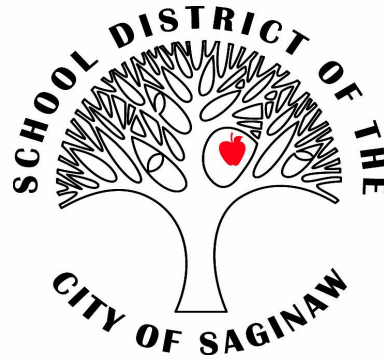


# Professional Learning/Development

**District Goal #5** Learning Environment & Culture: SPSPD will provide a student- centered learning environment that addresses the needs of the whole child.

Culture & Climate	Literacy in Reading/Writing	Math Improvement
<ul style="list-style-type: none"><li>❑ A United Start</li><li>❑ Capturing Kids Hearts</li><li>❑ From the Heart Leadership Training</li><li>❑ From the Heart Support Staff Training</li><li>❑ Brave Brains Professional Development</li><li>❑ ASD Training</li><li>❑ Autism Spectrum Disorder and Universal Supports PD</li><li>❑ Liberating Genius</li><li>❑ Crisis Prevention Training</li><li>❑ Restorative Justice Practices PD</li></ul>	<ul style="list-style-type: none"><li>❑ Got Data Now What?</li><li>❑ LETRS Practice and Training</li><li>❑ UFLI Practice and Training</li><li>❑ Literacy Essential Modules</li><li>❑ The Importance of Diverse Literacy Needs</li><li>❑ Science of Reading</li><li>❑ Teaching and Learning</li><li>❑ Writing Instruction</li><li>❑ Newsela</li><li>❑ Springboard Curriculum</li><li>❑ Read 180/The Code</li></ul>	<ul style="list-style-type: none"><li>❑ Math instructional strategies training K-5, including classroom teachers, Academic Interventionists, and Title I teachers.</li><li>❑ Eureka Math Training</li><li>❑ New Teacher Curriculum and Intervention Training</li><li>❑ Data Analysis and Next Steps Professional Development</li><li>❑ Differentiated Instruction PD</li><li>❑ Special Education Awareness for General Education Teachers</li><li>❑ Math 180</li></ul>

# New Teacher Academy



# New Teacher Academy Mentoring Program

Saginaw Public Schools New Teacher Academy **2024-2025**

New Teachers Welcome and Informational Training:

- ❖ August 21 2024 (8:00am-3:00pm)
- ❖ August 22, 2024 (8:00am-3:00pm)



The following New Teacher Academy sessions will be held from 4:00pm-6:00pm

- ❖ Monday, September 23
- ❖ Monday, October 21
- ❖ Monday, November 25
- ❖ Monday, December 16 (special holiday dinner)
- ❖ Monday, January 27
- ❖ Monday, February 24
- ❖ Monday, March 17
- ❖ Monday, April 14
- ❖ Monday, May 12 (special spring/last session dinner celebration)

Sessions will be held at:  
*The SPSD Professional Development Center*  
*1925 South Outer Drive*

## Year 2023-2024

- 27 Mentors, 67 Teachers  
All new hires

## Year 2024-2025

- 55 Mentors, 74 Teachers  
1-3 years of experience

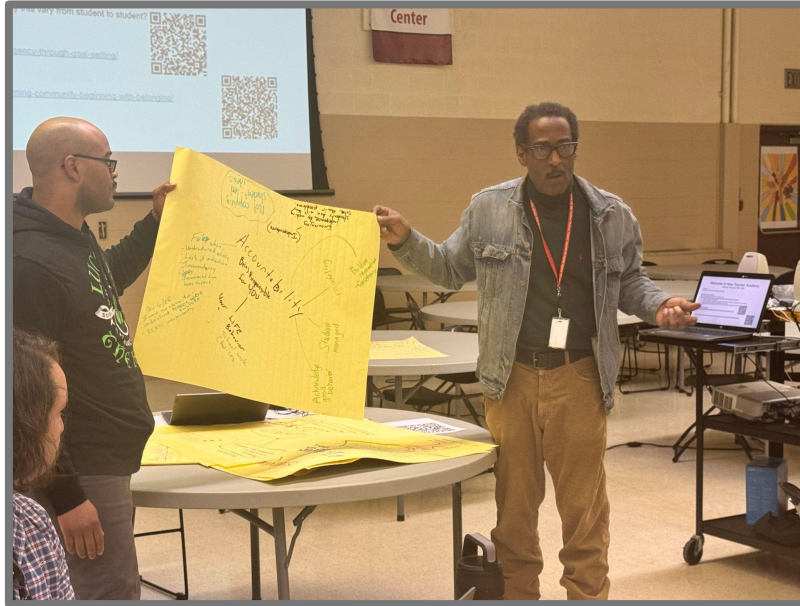


## Mentor Teacher Q&A Panel

*Sharing experiences with  
our new team members.  
Learning through reflection.*





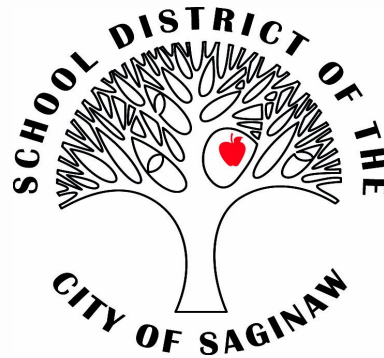


# New Teacher Academy Highlights

- **Grow Our Own Teachers**
- **Targets First Three Years of Teaching**
- **Stakeholder Input**
- **Needs Based and Flexible**
- **Additional Coaching and Mentor Time**



# **Additional Professional Learning Opportunities**

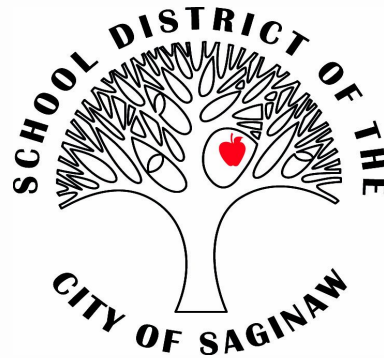


# Professional Learning on Non-District PD Days

- ➔ Leadership Training and Learning Walks
- ➔ Curriculum Task Force Team Session
- ➔ Professional Learning Communities
- ➔ Summer Learning Opportunities
- ➔ Target Conferences and Training Sessions
- ➔ Instructional Coaching
- ➔ Collaborative Group Learning



# Family & Community Learning



*“Literacy was to be developed in a socially constructed environment so that new ideas and information learned from texts could be shared and spread among one another and those in the community. Members of all ages and experiences with reading would assemble to teach one another.”*



— Gholdy Muhammad, *Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy*

*Math improvement begins with a strong base of understanding, and a willingness to learn.*



# Next Steps in the Continuous Improvement Process for Professional Development and Learning

- Embrace the new Strategic Plan and work towards actionable steps
- Promote a shared district understanding of positivity, success, and growth mindset through Leadership Academy and the District/Building Network
- Ensure that relationships with valued community partners continue
- Provide culture and climate induction through New Teacher Academy
- Family and Community Learning Supports & Workshops
- Build relationships with students
  - ◆ Support teacher understanding through professional development

**Thank you for your continued  
support, and CELEBRATION!**