



**Hastings
Public Schools**

Hastings Public Schools Staff Development Plan

26-27

Prepared by Teaching & Learning

Students are the heart



of all we do

Staff Development Funding and Use

Encompasses

- Hastings Staff Development Committee work
- Staff Development Days
- Teacher Mentoring
- Ongoing support through PLCs, curriculum review, and MTSS
- External PD

Statute

- Minnesota Statute 122A.60
- School Board Policies 425, 601, 603, 621
- Hastings Strategic Plan

Budget

- Minimum 2% of basic revenue allocated to staff development
- Supports
 - Staff salaries on PD days
 - Staff Development Committee & presenter vouchers
 - Off-day workshop participation
 - Sub costs
 - External PD (travel, lodging, materials)

Staff Development Mission & Vision

Hastings
Public Schools

Mission

Build educator capacity through collaborative, data-informed, and equity-focused professional learning that improves student outcomes, enhances retention, and supports inclusive, safe environments.

Vision

A professional learning culture where educators are empowered, valued, and supported to help all students succeed academically, equitably, and socially-emotionally.

Staff Development Days Overview

- Held: Workshop Week and 4x/yr
 - Aligned to district priorities, student needs, and staff input
 - Universal (all staff) & Targeted (role/goal-specific) sessions
- Guided by Staff Development Committee:
 - Meets 1x/mo throughout the school year
 - Made up of a majority of licensed teachers and related service providers, as well as admin representation. Next steps: add paraeducators
 - Monitors and plans PD, reviews staff feedback and input, and Staff Development Requests budget

Staff Development Days Feedback

- Every professional learning day, staff provide feedback to T&L
 - Rating of each session, positives, areas for improvement
- Over the last year, T&L and the Staff Development Committee have worked hard to implement feedback
 - Requested sessions
 - Accommodating logistics
 - Choice and breakouts
- We have seen staff satisfaction increase after the first PD Day and remain at our goal level:
 - 67% in September
 - 81% in December
 - 80% in January
 - 81% in April
- In the fall we had 115 respondents, December 138, January 160, in April we had 153
- Staff Development Input Survey. Last year we had 95 responses, this year we had 152

Focus by Level for 26-27

- Early Childhood:
 - Creative Curriculum implementation
 - Birth-3 training sessions
- Elementary (K–4):
 - Catalyst (Year 2)
 - Amplify Science (Year 2)
 - Wit and Wisdom (Year 3)
 - Functional Morphology (3-4)
 - Math Standards
 - EL supports
- Middle School (5–8):
 - Catalyst (Year 1)
 - Raider Way/PBIS
 - AVID
 - Supporting Diverse Learners
 - Curricular Reviews
- High School (9–12):
 - Pathways
 - AVID
 - Supporting Diverse Learners
 - Curricular Reviews
- All Teaching Staff
 - PLC Lead Training
- Paraprofessionals
 - Science of Reading Training (online)

New Teacher Mentoring Program

2-day onboarding workshop before school year starts

- Focus: logistics, connection, and support
- Meet mentor and learn program structure

2-year mentoring program

- Mentors matched by building, licensure, and content
- Monthly meetings with agendas & mentor checklists
- Covers systems, teaching practices, and contract guidance

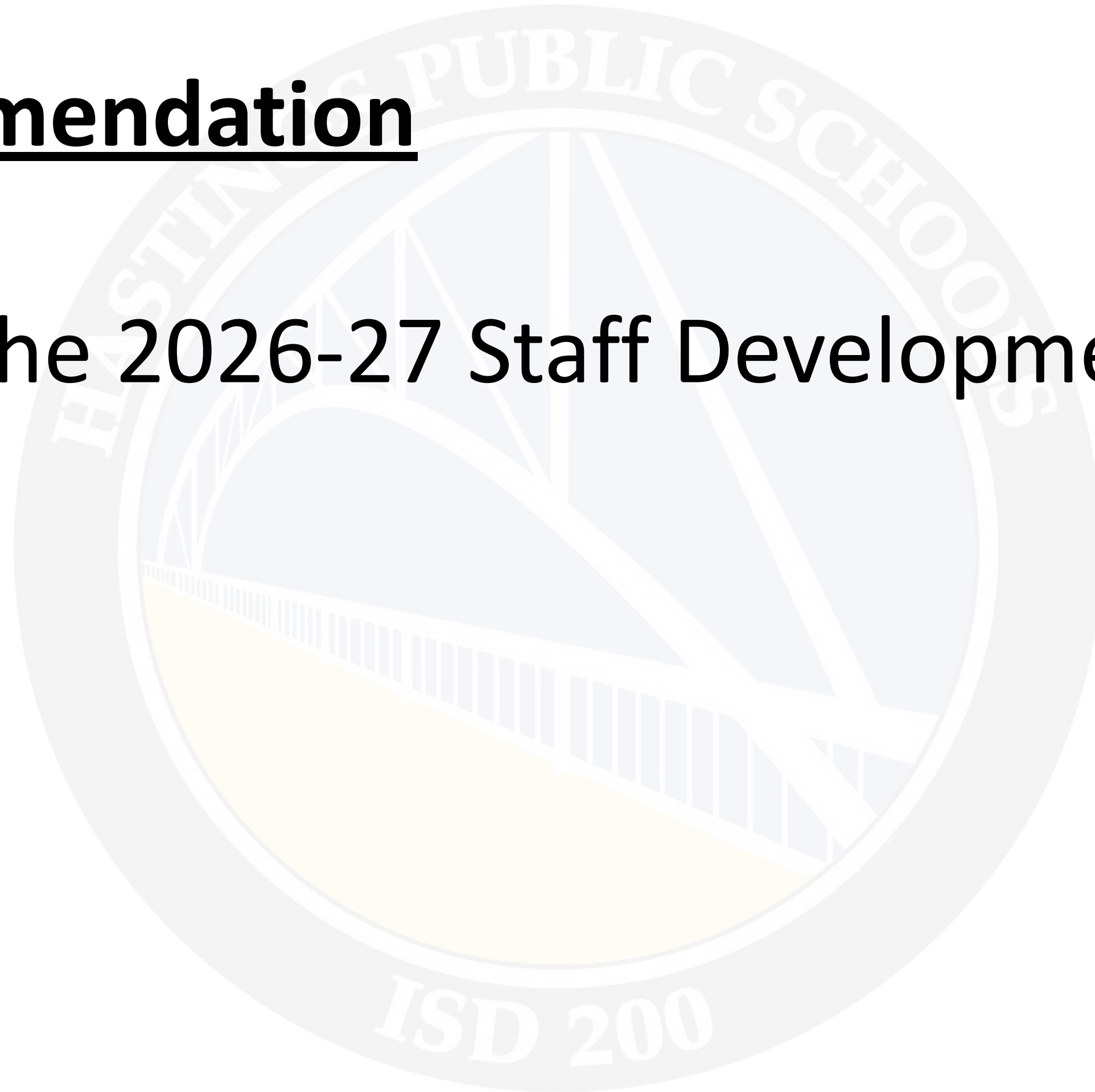
Teacher Support Network PD

- Ongoing sessions focused on onboarding and new teacher needs



Recommendation

Adopt the 2026-27 Staff Development plan.





Questions?

