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The Strategic Blueprint goal of building human capital focuses on engaging our teachers in relevant, timely, pertinent, and personalized professional development. Continuing our efforts from last year, we have planned and provided professional development that aligns with our Strategic Blueprint action steps, our new curriculum review process, and has a direct impact on our Pleasantdale staff and students.

The administrative team continues to use the findings from the Center for Public Education (2013) study on professional development to guide our planning for PD. The study recommends that professional development should be ongoing, varied in approach, encourage active participation, include modeling/coaching, and appropriate to the grade levels and subject areas of teachers participating. As a district, we know and strongly believe that teachers must be given the time and support to learn new curricula and instructional practices, and at the same time teachers must be provided coaching and opportunities for active engagement during the implementation of the practices and curricula. A recap of the professional development we've provided as a district is outlined below.

### **Summer 2018 PD and Planning**

Given that we were embarking on new initiatives for the 2018-2019 school year, we offered trainings in writers workshop, co-teaching, and our math programs for both K-5 and 6-8 ([2018 Summer Work info. sheet linked HERE](#)). All trainings were well-attended and helped set the stage for implementation for the school year. In addition, teachers in each subject area participated in curriculum writing projects that focused on the work to be done in each department's phase of the curriculum review process. Examples include: the middle school social studies department worked with a trainer through the West 40 ROE to create a new scope and sequence aligned to the new Illinois social studies standards; the K-5 math team developed "I Can" statement for all units of Bridges so that teachers can post learning targets for each lesson they teach throughout the year ([Sample 5th Grade "I Can" statements linked HERE](#)).

### **2018-2019 School Year PD and Planning**

The focus of the 2018-2019 school year professional development was to continue learning in all of the new areas: co-teaching, writers workshop, new math resources, instructional coaching, and subject area-specific projects. Our opening institute day in August ([Agenda linked HERE](#)) provided teachers the opportunity to attend mini-sessions of their choice in a variety of topics aligned to our Strategic Blueprint. Throughout the school year, our K-4 teachers have been working with our consultant on writers workshop. Each grade level team has been through training, seen modeling in classrooms, and had planning sessions to refine their writers workshop units this year. Our math department has received training and support through MCMI ([Metro Chicago Math Initiative](#)) to aid in the implementation of their new resources. We've continued training our co-teaching pairs by partnering with Suzy Dees, a consultant from the West 40 ROE, and she will continue to train and coach our co-teaching pairs next year. We trained 11 new mentors in the district through our partnership with Northwestern University ([Training presentation linked HERE](#)), and we sent six more staff members to the Jim Knight

intensive instructional coaching training ([information HERE](#)), plus trained the five staff from last year in the Jim Knight advanced program. Those who are in the advanced program for instructional coaching have each started doing coaching cycles with teachers. At the same time all of this professional development was happening, we also managed to meet one of our safety goals and train the entire PSD 107 staff in CPR! Finally, this year we made it a goal to provide each department and grade level team with collaboration and planning time at each institute day this year. The agendas for these planning times were created by our curriculum council representatives in accordance with the curriculum review process ([Institute Agenda linked HERE](#)). These planning sessions also served as a continuation of the curriculum planning work done during Wednesday curriculum and department meetings.

### **Summer 2019 PD and Planning**

Because we are entering into a year in which we will reflect and refine our Strategic Blueprint work, we will shift our summer work to emphasize and prioritize subject-area curriculum projects over professional development. While we will still offer a few professional development sessions, we want our teachers to have time to review the units they've worked on and implemented this past year to allow for that time of reflection and refinement that we have proposed for the 2019-2020 school year. Our 2019 Summer Work budget reflects this shift in priorities. We will offer professional development sessions on conferring in writers workshop, co-teaching training for any staff new to co-teaching next year, and a few workshops on integrating technology into daily lesson planning. The subject-area curriculum projects in each discipline will continue to be led by the subject-area coordinators and the Assistant Superintendent. Any additional projects or opportunities will go through approval by the Assistant Superintendent. The budget for summer work for 2019 is shown below:

	Professional Development Workshops	Subject Area Curriculum Projects	Total
Budgeted for Summer 2019	\$12,000	\$38,000	\$50,000

### **Presentation Takeaways:**

- Professional development in Pleasantdale District 107 continues to be aligned with our Strategic Blueprint, our curriculum review process, and the principles for effective professional development (Center for Public Education, 2013).
- We continue to engage our staff in professional development that is ongoing and relevant to their subject areas and/or grade levels through varied approaches that include modeling and coaching.
- Summer work for 2019 will emphasize subject area curriculum projects to support the goal of reflecting and refining our Strategic Blueprint action steps in addition to a select number of professional development opportunities.