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Professional learning is vital to the success of all staff in Pleasantdale 107. We want our professional learning opportunities to be timely, relevant, grounded in best practices, and tailored to the needs of our staff members. There are several ways that staff can engage in professional learning: 1) district institute days and half days, 2) workshop and conference requests, 3) instructional coaching cycles, and 4) our new and improved PD Pathways program are just a few. In addition to these options, we are also required by the State of Illinois to make sure each staff member completes certain mandated training annually. Each of the four areas listed above are detailed in the executive summary below.

District Institutes and Half Days

Each year we plan our district institutes to align with the goal areas of the district's strategic plan. Since 2023-2024 was a year of transition, we chose to continue some of the previous strategic plan action items rather than start anything brand new. Topics for this year's institutes included: Kagan cooperative learning strategies (K-4 specials and all of 5-8), Amplify CKLA training (K-4), science of reading and foundational skills (K-2), CPI/de-escalation and calming strategies (instructional aides), curriculum planning and team planning (K-8), and student data review (K-8). We also trained all staff in CPR and first aid, which we do every two years. Time is also given on these institute days to complete mandated training and work on PD Pathways if staff so choose. Next year's institutes will focus on meeting the needs of our diverse student population, which meets the "Student Success" goal in our new strategic plan. We intend to provide professional learning on neurodiversity in our students, meeting the needs of English language learners, and supporting advanced learners.

Workshop and Conference Requests

This year a total of **54 staff members** requested to attend a variety of workshops and conferences. These requests included content-specific conferences: ACTFL for world language, IAHPERD for PE/health, ASCD kindergarten conference, IDEAcon for technology, Illinois Reading Conference for ELA, and beginning and advanced instructional coaching workshops, to name some of many. We also sent teachers to CPI and de-escalation training sessions throughout the year. Our secretaries attended SkyCon to learn more about Skyward, and we also sent our building administrators to several workshops focused on leading various initiatives.

Instructional Coaching Cycles

Teachers can sign up for an instructional coaching cycle with one of our five trained coaches in two different ways. One option is that the teachers who are in the second year mentoring program can choose to do a cycle to help work towards the stretch goals they have set for the year. The other option is to do a coaching cycle through the PD Pathways program and earn one hour of in-district credit. This year four second year teachers engaged in a coaching cycle, and three teachers chose to do a cycle through PD Pathways, for a total of **seven teachers**.

PD Pathways

Professional Development (PD) Pathways is a way for teachers to select and complete professional development options at their own pace. At the same time, they can also earn credit toward lane advancement on our salary schedule. The PD Pathways options qualify for in-district workshop credit, and teachers can earn one (1) semester hour of credit for every twelve (12) clock hours of work. Teachers can earn a maximum of 36 clock hours (equal to 3 semester hours) per school year. Topics range from Apple Teacher to Google Certified Educator to SeeSaw Ambassador and more. Teachers can also propose options that are approved by the Assistant Superintendent of Teaching and Learning in advance. Each teacher who chooses a pathway to work on is assigned a coach. The coach and teacher meet, come up with a plan, and the coach checks in on the teacher as they work through the pathway. Once completed, the teacher submits evidence and the business office is notified for lane advancement purposes. We currently have **14 teachers** who have either started or completed a PD Pathway this school year. Chosen paths have included Schoology training, BrainPop certified educator, Apple Teacher, Google Certified Educator, Clever Academy, and working on Pdale Expeditions. We will continue to encourage our teachers to take advantage of this annual opportunity for both learning and salary advancement.

Summer Work

Our Summer 2024 professional learning opportunities will be focused on organizing and maximizing teachers' technology lives at work and exploring the use of AI tools for teachers. The majority of funds budgeted for summer will be devoted to curriculum projects. Various teacher teams will be working with district and building leaders on MTSS, SEL, executive functioning, and on other curricular projects. We look forward to a productive summer!

The breakdown for summer work for 2024 is shown below:

	Professional Development Workshops	Subject Area Curriculum Projects	Total
Budgeted for Summer 2024	\$5,000	\$45,000	\$50,000