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Professional Development Plan for Teachers

In Sonoma Area Schools, staff development and other supports for teachers are in place to promote the effective use of high-quality instructional teaching practices.

Role of Teachers and Specialists Collaborative in Ensuring Compliant Use of Literacy Practices and Instructional Strategies

Teachers and Specialists collaborate in a variety of ways and at a variety of levels to ensure compliant use of instructional strategies in reading. District staff development and Title I and II services support many of the resources opportunities for teachers.

- **Staff Development Days:** The district provides two staff development days during the school year. On these days teachers participate in Professional Learning Communities (PLCs). On these days, paraprofessionals are provided training in behavior, reading, and math.
- **Professional Learning Communities:** Classroom, Title I, Assessment of History, and Special Education Teachers and Speech Language Clinicians meet in grade level-based Professional Learning Communities (PLCs) within their buildings at least twice monthly. In the larger schools, PLC's include classroom teachers within just one grade level. In smaller schools, cross-grade level PLC's typically consist of groups of kindergarten and first grade teachers, second and third grade teachers, and fourth and fifth grade teachers. PLC's are facilitated by building principals.
- **Building Student Growth Teams:** Representative teacher teams across grade levels within each elementary school building meet once monthly with the principal to receive information and modeling instructional and intervention training. They, in turn, deliver these strategies and practices to their building colleagues during staff meetings and/or PLC's.
- **Coaching:** The district has Reading and Math Specialists are available for coaching, for modeling of reading and math instruction, and collaborative discussion with individual teachers and teacher teams across the district.
- **District Wide Data Review:** Annually in August, teacher and administrative representatives from across grade levels and disciplines meet in building teams to review assessment data and develop instructional goals and action plans.
- **School Improvement Planning:** The full district professional development day set aside for schools to examine their data and set SMART Goals.

Teacher Growth Plan Sample

Emilie Sanchez

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the name bar.

Teacher Growth Plan Sample:

The Educator's Professional Growth Plan Jodi Peine, 2008 Outlines a systematic method that helps professional educators focus their energies on lasting professional growth Strategies and templates assist teachers in reflecting on their own professional performance setting their own learning targets and managing their own progress toward greater professional success Scott Estes Principal Glendale School East Peoria IL Offers the school leader a well organized and effective plan Reveals that true professional growth occurs through systematic reflection and analysis of one's strengths and weaknesses Bonnie Watson Writing Lab Coordinator Owensboro 5 6 Center KY Empower teachers with growth opportunities that build rich professional collaborations and raise student achievement Recognizing that student achievement is intrinsically linked to high quality teaching Jodi Peine offers an invaluable guide that helps educational leaders strengthen teachers instructional practice with an individualized and robust professional development process The author provides administrators and staff developers with step by step guidance for designing implementing and sustaining a professional growth plan Grounded in research at elementary middle and high school levels the process is delivered in manageable sections with reproducible forms for every step With a refined method that includes formal data analysis this guidebook Demonstrates how participants can develop their own goals and action plans Provides current terminology and topics for individual growth plan development Examines steps to take after completing first generation professional growth plans Helps redefine school improvement efforts to produce enduring systemic change The Educator's Professional Growth Plan Second Edition provides a targeted approach that accommodates the unique needs of individual teachers Within a supportive context educators can assume responsibility for their own learning witness changes in their professional practice and realize substantive gains in student performance

Targets for Teachers Judy K. Werder Sargent, Ann E. Smejkal, 2000

The Handbook for Enhancing Professional Practice Charlotte Danielson, 2008 Ready to use forms and instruments offer sound advice and step by step procedures for how teachers and other school staff can incorporate the framework for professional practice into their work Includes guidance and tools for evaluation by self mentors and supervisors

Working With and Evaluating Difficult School Employees John F. Eller, Sheila Eller, 2010-01-12 The Ellers have done an excellent job identifying supervision problems that plague administrators on a daily basis They provide clear and detailed strategies to address personnel problems covering virtually every employment group I strongly recommend this book as a quick reference for all school administrators as they deal with difficult employees Dan Hoverman Superintendent Mounds View Public Schools Shoreview MN Help marginal employees take positive steps to improve their performance and behavior Managing difficult employees is one of the most challenging aspects of a school leader's job Written by experienced administrators this resource provides specific techniques and strategies to identify work with and evaluate marginal school employees John F Eller and Sheila Eller provide essential information for understanding and dealing with employees who may have negative attitudes

lack awareness of their behavior blame others for problems or are marginal performers Drawing on the authors extensive experience this book includes Skills and sample dialogues for conducting difficult conversations Templates for putting concerns into writing and developing improvement plans Information about legal issues and ways to protect yourself Specific strategies for working with teachers secretaries and assistants paraprofessionals and custodial staff Steps to take when termination becomes necessary This ready reference helps administrators develop the leadership skills and competencies necessary to confront marginal and deficient behaviors and achieve successful results *Supervision and Evaluation for Learning and Growth* Daniel R. Tomal, Robert K. Wilhite, Barbara Phillips, Paul A. Sims, Nancy Gibson, 2015-03-18 This CHOICE award winning author has teamed up with national school resource experts to write a comprehensive book on supervision and improvement of learning Everything you need to know about supervision and student learning professional development coaching and evaluation standards and creating an environment for professional growth are covered The book starts with a history of supervision and then addresses models and standards for effective teaching state and federal frameworks supervision and evaluation for effective instruction and strategies for effective professional learning and growth plans Benefits and Features of Book A comprehensive book covering all aspects of teacher supervision and professional development including an original framework for instruction Each chapter objectives are aligned with the new ELCC ISLCC TLEC and InTASC for accreditation and Learning Forward standards on professional learning Many federal and various state data sources are included Each chapter contains a comprehensive case study and exercises for practical application Provides a blend of academic theory and practical perspectives on how to implement and execute supervision and evaluation Several handy resources are included in the appendixes *The Digital Principal* Hughes, Janette, Burke, Anne, 2014-04-21 Although educational leaders do not have to be digital experts they play an important role in supporting learning communities that embrace technological innovation and promote systemic change The Digital Principal shows administrators how to apply their leadership skills to a learning environment rich in technology and provide opportunities for both students and teachers to work and learn within the digital world From the basics of digital literacy to connecting to the digital community this timely book establishes an effective framework for integrating technology into instruction and learning **Texas**

Documentation Handbook: Appraisal, Nonrenewal, Termination ,2006 Designing Instruction Judith K. March, Karen H. Peters, 2008 A fresh new approach that strengthens the need for teaching with creative thinking strategies for administrative leadership teams Few textbooks have such detailed examples combined with the background study of best practices The authors have great credibility experience resources and abundant research to support their proposal A very well written text offering ample review of the research Sara E Spruce Professor of Education Olivet Nazarene University Use this research based instructional model to meet students achievement goals As the achievement gap between advantaged and disadvantaged students gets wider teachers and administrators need a proven process to help all students meet the

requirements of NCLB This practitioner friendly guidebook provides a step by step approach to a complete standards based curriculum and the integration of best practices into the delivery and assessment of instruction in every classroom The authors present three capacity building features of the design process 1 training for building leadership teams to help teachers plan and lead the reform process 2 stewardship training to assist district administrators and principals in supporting and sustaining the implemented reforms and 3 a collaborative observation process to help teachers work together and in partnership with principals to monitor and improve classroom instruction Offering an education model that has been field tested with more than 50 school districts in the U S and Canada this book shows school leaders how to maximize collaborative observation and other team leadership processes to integrate reforms into a school s existing culture Educators will learn ways to Integrate instructional design with successful instructional reform Strengthen the learning culture through standards Develop effective performance indicators Apply curriculum mapping to instructional design Designing Instruction supports teachers and administrators working together to raise student achievement by using proven instructional design and best practices

Literacy Coaching to Build Adolescent Learning Nancy DeVries Guth,Tamie Pratt-Fartro,2010-01-11 This book has been long awaited by literacy professionals in middle and high schools Guth and Pratt Fartro use their combined years of experience to provide research based yet very practical guidance in a highly readable format Elizabeth Sturtevant Professor George Mason University This is a practical clear book that addresses an increasingly important topic and will make a significant contribution to a new emphasis in our profession Jeffrey D Wilhelm Professor of English Education Director of Boise State Writing Project Work with teachers to improve adolescents literacy achievement Prompted by state and federal mandates school districts are focusing their attention on improving adolescents literacy skills and increasingly turning to literacy coaches for instructional support This rare resource for secondary level coaches focuses on five pillars of adolescent literacy time to read for enjoyment choice in reading materials strategies for reading texts vocabulary instruction and motivation to read and shows coaches how to work effectively with middle and high school teachers across the content areas Drawing on their deep experience in the field the authors provide guidance on such key topics as how to Clearly define the role and responsibilities of literacy coaches Use conversation wisely to make effective decisions and identify design needs Implement ongoing professional development for teachers Establish collaborative relationships and help teachers use data to inform instruction Replete with real world vignettes current research and reproducible forms to help facilitate literacy coaching in schools this accessible resource is an invaluable aid for any literacy leader working with teachers of adolescents

Toolkit for Mentor Practice Patty J. Horn,Kristin Metler-Armijo,2010-10-20 These mentoring tools allow me to have a reflective dialogue with teachers about their instruction that is unbiased nonthreatening and data driven I use the tools daily As my teachers evolve and advance in their practice so do the tools Amber Mieras District Mentor Union Elementary School District Tolleson AZ Horn and Metler Armijo have

beautifully captured the reciprocal nature of the mentor and novice teacher relationship and the learning journey that occurs between them If you are designing a mentor program or if you need to revitalize the program you have this book will be your primary guide Elle Allison President Renewal Coaching All the processes strategies and tools a mentor needs to support and retain new teachers Studies show that mentoring programs have a positive impact on the development and retention of new teachers This field tested and evidence based resource is a complete kit that provides everything mentors need to support novice teachers on their journey to becoming confident effective professionals Toolkit for Mentor Practice combines a set of diagnostic tools that capture what is happening in a new teacher s classroom with a mentoring process that guides both mentor and mentee through transformational learning stages The toolkit features A three phase mentoring process that uses data collection and collaborative conversations to improve classroom practices Information gathering tools that reveal how new teachers interact with students plan for instruction design lessons analyze student work and differentiate instruction Implementation guidelines that explain how to use each tool with beginning teachers Tools in Action examples that illustrate how veteran mentors have used the tools with new teachers This toolkit gives mentors all the forms and processes needed to guide new teachers as they develop and improve their instructional practice

Professional Development Schools

JoAnne Ferrara,2014-03-04 This book is intended as a guide for practitioners interested in forming alliances within their community to support teacher and student success Under the umbrella of a professional development school PDS school principals willing to engage in this type of partnership have access to a framework for school renewal Within this school university framework lie four critical factors that transform the ways in which teachers teach and schools function The professional development school model takes a holistic approach to revitalizing schools by sharing knowledge resources practices and the collaborative efforts of P 12 educators and the higher education community Through the collective wisdom of P 12 and university educators PDSs provide a new way to think about teaching and a rich environment for learning The Best Mentoring Experience ,2002 A facilitator s guide for presenting seminars for The BEST mentoring experience Includes scripts slides activities and resources

The Teacher's Innovation Workbook

Leah Wasburn-Moses,2017-11-08 Have an idea to change your classroom Your school The school system This workbook is a practical guide to innovation aimed at supporting practicing educators and school administrators It walks educators from idea generation through planning problem solving implementation evaluation and growth and development The benefit of this workbook is that it can be seen as an antidote to the pressures felt by teachers almost universally in today s schools It provides educators with a means to push back to create and innovate despite the many challenges in their workplaces This research based tool supports teacher professionalism and complements professional development plans It provides seven concrete steps with accompanying blank worksheets as well as four complete diverse examples to guide readers work Practical organization careful planning and thorough evaluation are emphasized throughout In sum the workbook allows teachers to rediscover why they entered the

profession in the first place to make a difference *The Best Beginning Teacher Experience Participant Text* Sharon A. Kortman, Connie J. Honaker, 2007-03-22 BEST provides support and encouragement for the success and professional development of beginning educators and mentors BEST is a three year teacher induction and mentoring partnership program Page xi How to Build an Instructional Coaching Program for Maximum Capacity Nina Jones Morel, Carla Staton Cushman, 2012-04-24 Chart your course for success A guide for school and district leaders As school and district leaders navigate the sea of new initiatives and standards shoring up with an instructional coaching program is more critical than ever before Research supports the value of coaches in improving school culture and facilitating change that leads to staff and student success This comprehensive resource guides school and district leaders through the journey of developing and sustaining an effective coaching program The authors engage readers with a nautical metaphor that outlines the planning and implementation process including how to Cast a vision for the coaching program Determine desired characteristics of instructional coaches Use data to evaluate and refine the program Communicate the benefits to leaders principals and teachers Design appropriate professional training and support The Facilitator s Guide includes chapter by chapter resources references forms vignettes and brain based learning activities for groups The authors inspire educators to abandon the old school isolation islands for a collaborative culture that champions professional learning for the benefit of districts schools staff and most importantly students **Journal of Health, Physical Education, Recreation** ,1938 Montessori Assessment Playbook National Center for Montessori in the Public Sector, 2019-04-29 Can we measure what we treasure Can we build and sustain truly excellent schools focused on the ambitious goal of human flourishing And can we hold ourselves accountable to the children and families we serve in ways that harness data to advance that goal The National Center for Montessori in the Public Sector says yes The Montessori Assessment Playbook shows us how to do it Organized around 33 discrete tools the Playbook provides a clear and actionable scaffold for building an assessment protocol that captures compelling student outcomes such as perseverance compassion and creativity and that links those outcomes to the investments we make to classrooms and schools Emphasizing both coherence and precision the Montessori Assessment Playbook shows us how to develop and implement a comprehensive assessment framework focused on human flourishing and just as important why such a framework is urgently needed *Teacher Evaluation for Better Learning* Lynn Kilpatrick Bradshaw, Allan A. Glatthorn, 2001 **The Mentoring Year** Susan Udelhofen, Kathy Larson, 2003-04-30 Overflowing with checklists tools templates and rubrics for measuring growth toward best practice this program provides every element needed for first year induction *Teacher Evaluation to Enhance Professional Practice* Charlotte Danielson, Thomas L. McGreal, 2000-07-15 Teacher evaluation a term that brings fear anticipation stress anxiety or even boredom to the hearts of teachers and administrators everywhere How can we reinvent teacher evaluation so that it really makes a difference so that everyone in school benefits from it so that teachers and administrators learn from it so that students succeed as a result of it

The bad news is that many schools and districts seem to be stuck in old ruts involving The Observation The Behavior Checklist and The Conference The good news is that many districts have paved the way for teacher evaluation to actually become professional development by using a three track evaluation system Track I for beginning teachers promotes growth and new learning through mentoring frequent observations and support systems Track II for tenured teachers that is most teachers in the system promotes professional learning experiences through self assessment goal setting data collection formative evaluations study groups action plans and evaluation in which teachers play an active role Track III for tenured teachers needing assistance focuses on remediating difficulties and recommending further action More good news Through concrete examples useful forms and assessment tools this book provides a clear roadmap to effective teacher evaluation systems that combine quality assurance with professional development for all teachers Note This product listing is for the Adobe Acrobat PDF version of the book

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