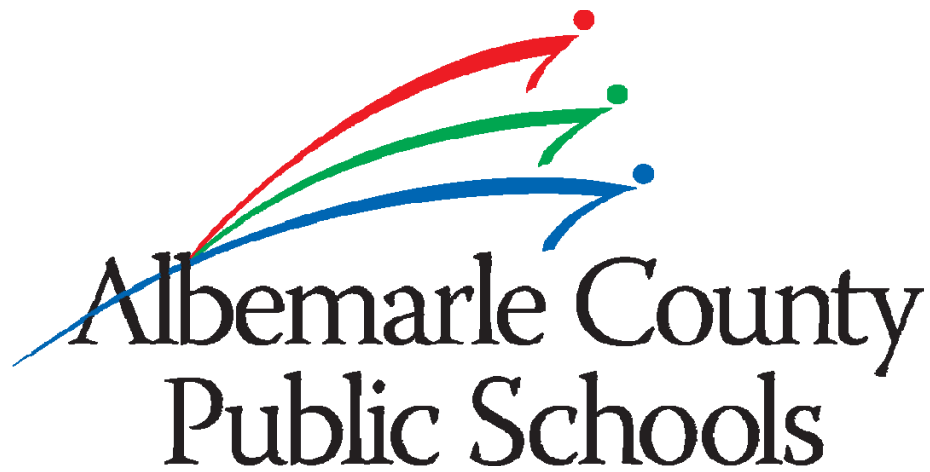




School Board Work Session

Thursday, October 22, 2015

Professional Development Challenges and Opportunities

Overview of our work session

- Welcome and introductions
- Why do professional development?
- Current state – what are we doing?
- Challenges and opportunities
- Future budget implications

Welcome and Introductions

- Brandon Readus
- Chariya Fisher
- Jennifer Underwood
- Jim Asher
- Laura Gomez
- Leslie Wills
- Wendy Eckerle

Professional Development in ACPS – What are the challenges and opportunities?

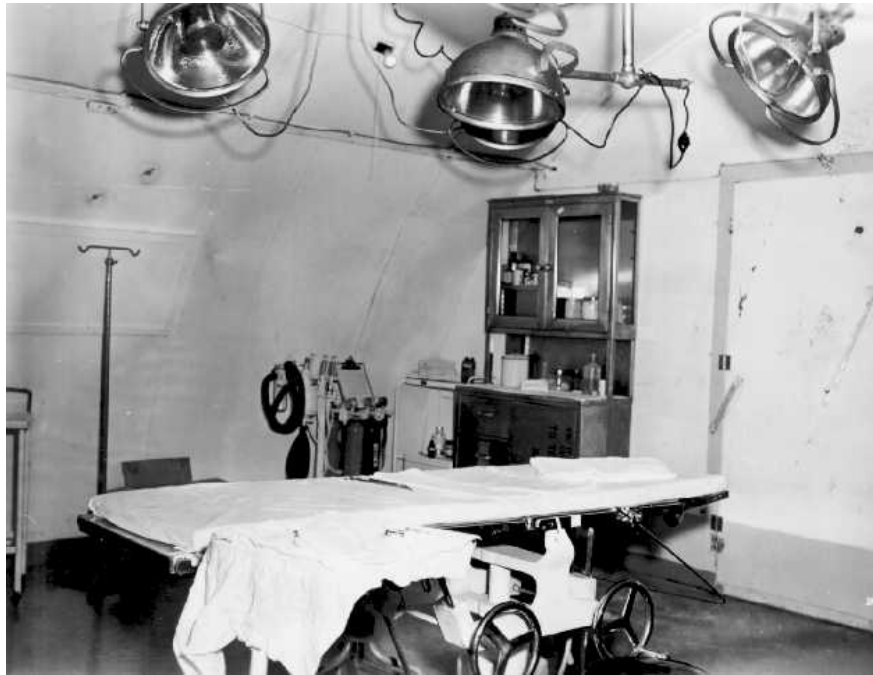
One student-centered goal

All Albemarle County Public Schools students will graduate having actively mastered the lifelong-learner skills they need to succeed as 21st century learners, workers and citizens.

Priority 1.2

Develop a division-wide master framework for contemporary **professional development and training** that optimizes our workforce and addresses the essential competencies needed by teachers, administrators, and classified staff.

How and what do
professionals need to learn
in a changing world?



1953 – Albemarle High School built



1974 – Western Albemarle High School built



2015



How and what do professionals need to learn in a changing world?

What did you notice? How did it align with your discussion?



Framework for Quality Professional Development

- Vision

All ACPS employees take an active role in their professional learning.
- Mission

ACPS is committed to providing all ACPS employees multiple and varied paths to engage in professional learning that meets complex individual and organizational goals and needs.
- Goal

All ACPS employees (teachers, administrators, and classified employees) engage in continuous, quality professional learning that positively impacts the student school experience.

Framework for Quality Professional Development



Professional Development Throughout the Year

Division-led

- New Teacher Academy
- Central-days/ integrated Digital Learning Initiative (Summer/August 11)
- Making Connections (November)
- Opportunities classes (everyone, all year long)
- Compass articles (everyone, all year long)
- Novice Forums (novice teachers only)
- CAI (Curriculum, Assessment, Instruction Institute) (June)
- Online Gale Library (Corwin, ISTE, ASCD publications)

School-led

- PLCs
- Faculty Meetings
- Learning Technology Integrators

Individual-led

- PDRP (Professional Development Reimbursement Program)
- Twitter
- PLN
- DIY PD: <http://bit.ly/DIY-PD>
- Instructional Coaching



School-based professionals, please describe one of these structures that has worked for you in the past year...



62117 - PROFESSIONAL DEVELOPMENT

Financials

	Actual 14	Adopted 15	Adopted 15 FTE	Adopted 16	Adopted 16 FTE	% of Total	Adopted vs. Requested	
							Increase	% lcr.
Salary	\$51,121	\$51,575	1.00	\$52,413	1.00	8.21%	\$838	1.62%
Other Wages	\$44,615	\$73,500	0.00	\$73,000	0.00	11.43%	(\$500)	-0.68%
Benefits	\$21,702	\$26,402	0.00	\$27,006	0.00	4.23%	\$604	2.29%
Operations	\$221,475	\$240,802	0.00	\$486,340	0.00	76.14%	\$245,538	101.97%
Total	\$338,913	\$392,279	1.00	\$638,759	1.00	100.00%	\$246,480	62.83%



Professional Development

(Professional Development Fund)

1. PDRP (**\$72,000 budgeted, \$64,800 after holdback**)
 - This money is predominantly used in two ways: course work and attendance at conferences. In the current school year we are still providing reimbursement of \$500 per semester for course work, but only \$250 for conferences.
2. Staff Development (**\$318,369/\$286,532**) → **Increased \$225,000 this year largely by redirecting funding from Assistant Superintendent position**
 - School Based Staff Development
 - *Grow Your Own : Coursework for Teaching Assistants*
 - Mandt Training and Recertification
 - National Board Certified Teacher (application & documentation compensation)
 - New Teacher Academy
 - *Responsive Classroom*
 - Stipends – Staff Development Class Instructors for *Opportunities*
 - Staff Development (professional development books, institutional professional memberships)
 - Subs for teacher participation in division level, feeder pattern PLC work

Professional Development

Other Departments

2014 – 15 Professional Development (spent)

- Community Engagement (\$4,385)
 - DRT Retreat
 - National Family Engagement Summit
- Instruction (\$125,382.90)
 - AVID
 - CAI

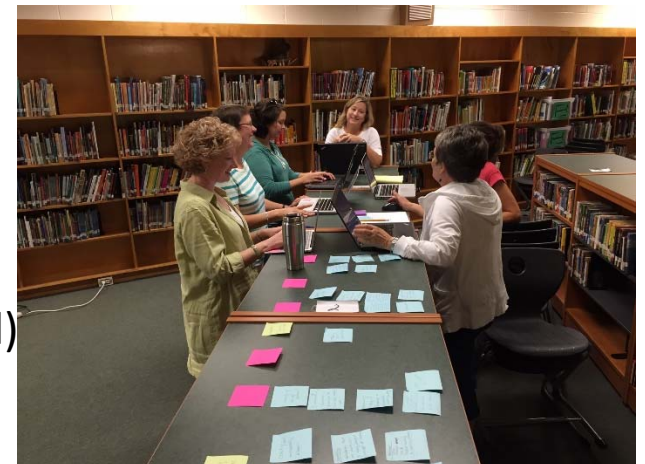
2015 – 16 Professional Development (encumbered)

- Instruction (\$162,217.00)
 - AVID
 - CAI

Professional Development

Summary of Changes in the Past 5 Years

1. We lost the Safe Schools Grant (over \$150,000 per year)
2. CPR/AED/First Aid Training was mandated by the state
3. SPED TA training for Autism requirement by the state
4. 2015-16 Budget increased
5. Contemporary Learning
 - 2014-15 Every staff member participated in at least 4 workshops in support of contemporary learning
 - 2015-16 Every staff member participated in at least 2 workshops in support of contemporary learning
 - STEM Grant
6. Efficiencies
 - Learning Technology Integrators
 - Digital library of professional books (virtual)
 - Partnership with University of Phoenix (virtual)
 - PLC and other workshops delivered in-house
 - Blackboard component to all in-house PD (virtual)
 - Students as staff developers



Professional Development in ACPS – What are the challenges and opportunities?

- Brandon Readus
- Chariya Fisher
- Jennifer Underwood
- Jim Asher
- Laura Gomez
- Leslie Wills
- Wendy Eckerle

Whole Group Discussion Prompts

- After you have a professional development experience, regardless of where it was on the radio, how do you transfer your new learning into what you do with students?
- Questions from the Board
- Solicit one challenge and one opportunity from everyone around the table

School Board Discussion:

Future budget implications