

JCSD Professional Learning Plan 2019-2020

Needs Assessment —The JCSD Professional Development Committee convened and reviewed multiple sources of data to determine the goals and direction that should be included in the JCSD Professional Development Plan. This plan will adhere to the Standards of Professional Learning as directed by MDE, and will align with JCSD goals. Data sources that were consulted include student attendance, student achievement, student discipline, and professional development-related survey results from JCSD teachers and administrators. As a result of the 2018-2019 Needs Assessment data analysis, the focus of 2019-2020 professional development should be Writing, Google Classroom, Technology Integration, Behavior Interventions, Classroom Management, Student Engagement, Making Learning Relevant, Identifying and Remediating the Low 25%, Formative Assessment, and Product/Resource-Specific Training.

Standard	Indicators	Actions/Strategies	Who is Responsible?	Timeline	Evidence
Learning Communities	All educators participate in professional learning communities that align collaborative work with school improvement goals and focus on continuous improvement.	District-wide guidelines and procedures for Professional Learning Communities will be implemented.	JCSD Professional Development Committee	This will be reviewed and/or revised annually.	<ul style="list-style-type: none"> JCSD PLC Guidelines JCSD Professional Development Plan
Leadership	Teachers serve in a variety of leadership roles.	Implement "Teacher Choice" PLCs that culminate in a model classroom status in the category/content area of the PLC. Teachers who complete the PLCs will serve as leaders for other teachers in subsequent PD opportunities.	Curriculum Department	This will begin in January 2020 and continue annually with monitoring and adjusting for improvement.	<ul style="list-style-type: none"> Teacher Choice PLC Rubrics JCSD Professional Development Plan
Resources	Resources are allocated for technology to support student and educator learning.	Subscribe to an online PD program, Teq. This allows teachers to complete professional development modules at their own pace and earn CEUs through William Carey University.	Curriculum Department	Ongoing throughout the school year	<ul style="list-style-type: none"> Curriculum Budget JCSD Professional Development Plan Program Data
Data	Teachers/ teams analyze student data to make decisions about student progress and ongoing adjustments needed to increase student learning.	The district will provide data resources to be utilized by teachers/ teams to inform instruction.	District officials will purchase resources as per teachers/ admin. recommendation	This is ongoing.	<ul style="list-style-type: none"> School-level data analysis PLC minutes
Learning Designs	School and district plans provide multiple practices of the new learning with feedback and coaching.	Instructional coaches and contracted professional development providers will work together to follow up professional learning with coaching at the school level.	Administrators and Curriculum Department	Ongoing throughout the school year. Follow-up and feedback methods will be reviewed and/or revised annually.	<ul style="list-style-type: none"> JCSD Professional Development Plan Professional Development Schedule Instructional Coaches Documentation
Implementation	School and district leaders provide and align resources to initiate and sustain implementation.	A learning management system, (LMS), will be purchased with district and federal funds. This will help align our curriculum and facilitate a more focused delivery of instruction throughout the district.	Curriculum Department, Technology Department, & School and District Admin	Implementation start-up will occur in Spring 2019 and will be ongoing through Spring 2020. The official "roll-out" of the system will take place SY2021.	<ul style="list-style-type: none"> LMS Purchase Agreement Curriculum Committee agendas and sign-in sheets showing the progress toward implementation.
Outcomes	Educator learning is focused on student learning outcomes.	Teacher PLC groups collaborate to target areas of need for student learning outcomes.	Administrators and Teachers	Ongoing throughout the school year	<ul style="list-style-type: none"> PLC Agendas and minutes Interviews with administrators Interviews with teachers