

SAS 2022-23 Professional Learning Plan

Saline Area Schools is committed to fostering a positive culture of professional growth and promoting collective District-level momentum around continuous improvement.

Along this journey, it is imperative to continue developing individual and districtwide understandings of diversity, equity, and inclusion in our classrooms, buildings, and community. Thus, support will be integrated throughout the year to deepen District efforts around connecting building goals with what it means to be culturally responsive and socially just.

Thank you in advance for your professionalism, flexibility, and perseverance in continuing to step up to the challenges and opportunities each year brings - it is second to none.



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District Primary Continuous Improvement Goal

Increase overall rates of mastery in content areas as measured by local assessments (K-8)/course grades (9-12) among students, regardless of subgroup, by increasing staff competency in the use of evidence-based culturally responsive instruction.



District Complementary CI Goal (2): Strengthen social emotional support models in order to positively impact staff and student self-reporting of SAS services as measured by the biennial Perceptions of Equity survey.

Building Level Strategies to Reach Saline's District Goal

K-3 Bldgs: Build teacher capacity for culturally responsive instruction to support high academic achievement and build relationships that promote social and emotional wellness.

Heritage: By supporting SBL with common and responsive instructional practices and assessment measures, Heritage will meet the needs of all learners.

SMS: Saline Middle School will continue curriculum alignment in addition to strengthening social emotional instruction in order to promote healthy decision making, social interactions, and student connectedness to their education.



SHS: Common, rigorous experiences for all students through the implementation of balanced assessment, Culturally Responsive Instruction, and aligned pacing and standards.

Liberty: Using community engagement and collaboration, Liberty programs will prepare students for independence, careers, and citizenship in a globally connected world.

Student Services: Align and refine our department practices to be more culturally responsive through tiered behavior supports, intentional collaboration, increased professional development opportunities, peer to peer programming, Social Thinking, and expanded use of communication tools.

Professional Pathways Series - Certified Staff

As a part of the District's commitment to fostering a positive culture of professional growth, we make every effort to support teachers in continuing to thrive as practitioners, while also meeting their professional obligations for teacher certification. It is our goal to provide high quality opportunities for teachers to acquire, enhance, and refine the knowledge, skills, practices, and dispositions necessary to create and support deep learning experiences for all students. **For 2022-23, all Saline certified staff must complete 30 total hours of professional development.** Please use [the 2022-23 Sign In Form](#) for ALL PD in order to qualify for SCECHs.

Note - Kalpa (ID: 81120) will be reinstated for personal tracking purposes.

Required District Level PD Experiences (All certified staff are <u>required</u> to attend/complete these.)		
Opening Days of PD: ☒ August 24th (AM - 3.5hrs) ☒ August 24th (PM - 3.5hrs) Flex PD <u>in Lieu of Aug 24th PM</u> (3.5hrs) August 10th 8-11:30am *select one date ☒ August 25 (AM/PM - 6hrs) Safe Schools Training*: (2.5 hrs) *BB Path, Bullying, Health Em, Sec/Res, Title IX Modules Only Building Goal Meetings*: (up to 10 hrs)	Early Release Days: ☒ September 30 (2hrs 15m) ☒ October 20 (2hrs 15m) ☒ January 13 - (2hrs 15m) ☒ February 17 - PD Symposium (2hrs 15m) Cross District Meetings: ☒ October 12 (1hr) ☒ February 8 (1hr) ☒ April 12 (1hr)	Total SCECHs Provided as Part of Required District Level PD: 37.5

+ ADDITIONAL In-District Provided PD Options	
Add'l Core Professional Learning Workshops - (Workshop topics and hours will vary and are TBA) - Building Level Continuous Improvement Meetings (10 hrs available for "bldg goal meetings") - Equity Team Meetings (building and cross district; hrs vary) - Teacher Leader/SIC Cohort Meetings (7.5+ hrs available for Dept/Gr. Level and Sch Imp Chairs) - Compass Connections Series (Up to 9 hrs anticipated if participant attends all 3 series) - Others - TBD as needed throughout year New Teacher Cohort Success Series - New Teacher Success Series (Up to 26 hrs anticipated for newly hired teachers) - Mentor/Mentee Hours - (Up to 25 hrs available upon completion of yearly log and exit evaluation) Independent Professional Experiences (For individually selected PD - aka "on your own pd"; if SCECHs are needed, this request must be submitted 30 days prior to event date; proof of attendance required.)	Total SCECHs Anticipated: _____

The District cannot submit professional development hours to earn SCECHs...

- earned at an external event that already offers SCECHs and/or for which you have already received SCECHs.
 - Note - You STILL can earn SCECHs through qualifying external PD opportunities, however you will need to register/pay for those SCECHs through those events independently. Examples: EdCamps, WISD trainings, national conferences, etc.*
- for any Independent Professional Experiences that do not include "proof of attendance"

RECOMMENDED: Know your PIC# and your MOECS "official" name! It is needed for accurate sign-in at events and prevents problems with SCECH credit distribution. You can find your information [via MOECS](#).

Questions? Refer to these [FAQs](#) or contact Kara Davis, SAS SCECH Coordinator, at davisk@salineschools.org.

General Meeting Schedule 2022-23

[Click Here for a More Detailed Calendar View](#) to see more subject/teacher specific meetings

August 2022		September 2022		October 2022		November 2022	
		W 9/7	Building Goal/PD Meeting	W 10/5	Building Goal/PD Meeting	W 11/2	Building Goal/PD Meeting
	IN PROGRESS	W 9/14	Teacher Leader District Cohort Meeting	W 10/12	Cross District Meeting	W 11/9	Compass Connections (Opt)
		W 9/21	Building Staff Meeting	W 10/19	Building Staff Meeting	W 11/16	Teacher Leader District Cohort Meeting
		W 9/28	Compass Connections (Opt)	Th 10/20	Early Release Day	W 11/30 *Tri 2	Building Goal/PD Meeting
		Th 9/30	Early Release Day	W 10/26	Compass Connections (Opt)		

December 2022		January 2023		February 2023		March 2023	
W 12/7	Compass Connections (Opt)	W 1/11	Building Goal/PD Meeting	W 2/1	Building Goal/PD Meeting	W 3/1	Building Goal/PD Meeting
W 12/14	Building Staff Meeting	F 1/13	Early Release	W 2/8	Cross District Meeting	W 3/15	Building Staff Meeting
		W 1/18	Building Staff Meeting	W 2/15	Building Staff Meeting	W 3/22	Compass Connections (Opt)
		W 1/25	Compass Connections (Opt)	F 2/17	Early Release Day: Whole District Symposium		
				W 2/22	Compass Connections (Opt)		

April 2023		May 2023		NOTES
W 4/5	Building Goal/PD Meeting	W 5/3	Building Goal/PD Meeting	* Staff Meeting agendas and participants will be determined by admin; see specific building plan for details. **To qualify for SCECHs for any PD participation, you MUST sign in/out on the 2022-23 Sign In Form.
W 4/12	Cross District Meeting	W 5/10	Teacher Leader District Cohort Meeting	
W 4/19	Building Staff Meeting	W 5/17	Building Staff Meeting	
W 4/26	Compass Connections (Opt)	W 5/24	Compass Connections (Opt)	
		W 5/31	Building Goal/PD Meeting	

Saline Area Schools Glossary of Terms

Building Goal Mtgs	~ 10 meeting blocks across year (Opening Days + after/before school mtgs) ● Primary Focus: Building Goal Work and professional development around this goal ● Bldg Admin <u>could</u> elect to utilize some (not all) of the meetings to include entire staff, incorporate school business, etc → <i>Facilitators: Building Admin + Building Leadership (varies by building)</i>
Staff Meeting	● Full staff ● Business matters, building procedures and special events, building culture
Cross District Meeting	3 cross-district meetings each year ● Primary Focus: Sharing curriculum work, best practices, insights across buildings → <i>Facilitator: Director of Culturally Responsive Instruction, Equity and Inclusion</i>
Grade Level / Department Meeting	● Grades Y5-5 -Expectation that all Y5/K-3 teachers meet weekly during their common planning to work on curriculum, discuss student needs / progress, plans for the week. Common planning was specifically created to provide for more frequent meeting opportunities. ● Grades 6-12 -Expectation that all departments meet monthly to work on curriculum, resources, etc. → <i>Facilitators: Grade Level or Department Chair(s)</i>
District Provided Professional Development (DPPD)	Professional development provided by or organized by District staff. SAS provides ~30 hours of DPPD via a combination of required District experiences <u>and</u> “on your own” PD. <i>Examples include teacher leadership cohort workshops, new teacher lab sites, hosting guest speakers, etc.</i>
District Symposium	Either Jan OR Feb Early Release Day ● Teacher facilitated professional development, collaboration, and dialogue. ● Incorporates reflection/planning -- takeaways to integrate new learning. → <i>Organized by the Teaching and Learning Team</i>
Flex PD	The PD identified as “flex” is required but you have the flexibility to take the PD on the dates indicated.
On Your Own PD	As a part of the required 30 hours of PD each year, certified staff can complete self-selected professional development connected to SAS Learner Profile and related instructional roles. On Your Own PD must be approved via THIS FORM in order to be added into MOECS for SCECHs.
Special Education Cross District Meeting	3 cross-district special education meetings each year ● Primary Focus: Collaborating on SPED related updates, best practice, and insights across bldgs → <i>Facilitator: Molly Garcia</i>
Teacher Leader (TL) Cohort	A committee of teachers/ staff, including BOTH School Improvement and Department/Grade Level Chairs, who collaborate on and take leadership in district-wide and building goals 4 meetings each year ● Primary Focus: Collaborating on leadership strategies, accomplishments, and challenges → <i>Facilitators: Instructional Designer</i>