

ISLAND TREES SCHOOL DISTRICT PROFESSIONAL DEVELOPMENT PLAN

1. In accordance with the regulations of the Commissioner of Education (100.2dd), the Island Trees Professional Development Committee has met to update its district plan for professional development for professional district employees for the school years 2007-2011.
2. “The purpose of the plan shall be to improve the quality of teaching and learning by ensuring that teachers participate in substantial professional development in order that they remain current with their profession and meet the learning needs of their students.” (100.2dd)
3. As per the UTIT contract dated July 1, 2007-June 30, 2011, “The members of the professional staff will participate in up to 20 hours of professional development activities during each year of its agreement.” The professional development team recognizes that effective February 2004; all newly certified teachers must participate in 175 hours of professional development every five years. This plan as stated above provides multiple opportunities for ongoing and substantial professional development in order to maintain certification.
4. Opportunities for the articulation of professional development across grade levels will be provided through faculty meetings, departmental meetings, grade level meetings, inter- and intraschool visitations, and staff development days.
5. To ensure that professional development is continuous and sustained, teachers will be able to track their participation through *My Learning Plan*. The effectiveness of these methods and approaches will be measured through collegial discussion and interaction, as well as formal and informal supervision, observation, and evaluation.
6. In addition staff development that improves the leaning of all students:
 - Uses disaggregated student data to determine adult learning priorities, monitor progress, and help sustain continuous improvement. (Data-Driven)
 - Uses multiple sources of information to guide improvement and demonstrate its impact. (Evaluation)
 - Prepares educators to apply research to decision making. (Research-Based)
 - Uses learning strategies appropriate to the intended goal. (Design)
 - Applies knowledge about human learning and change. (Learning)
 - Provides educators with the knowledge and skills to collaborate. (Collaboration)
 - Prepares educators to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for their academic achievement. (Equity)
 - Deepens educators’ content knowledge, provides them with research-based instructional strategies to assist students in meeting rigorous academic standards, and prepares them to use various types of classroom assessments appropriately. (Quality Teaching)
 - Provides educators with knowledge and skills to involve families and other stakeholders appropriately. (Family Involvement)
7. Based upon a needs analysis derived from teacher survey and a review of the district report card, the committee has identified the following goals, objectives, strategies, and evaluation standards for the 2007-2011 school years:

- The district will provide Superintendent’s Conference Days for professional development opportunities.
 - The district will encourage teachers to take college and in-service coursework (SCOPE, BOCES, NYSUT, etc.) within contractual guidelines to increase their effectiveness.
 - The district will provide for district-wide and school-based grade level and faculty meetings, as well as grade-level teacher collaboration in order to increase vertical articulation and to improve the effectiveness of instruction.
 - The district will encourage attendance at professional conferences and workshops within contractual guidelines.
 - The district will provide a mentoring program to support new teachers in cooperation with the UTIT.
 - The district will support the services of consultants in co-teaching models, AIS programs and enrichment courses.
 - The district will provide opportunities for teachers to participate on professional committees whose goals are to increase the effectiveness of instruction.
 - The district will contract with outside consultants from a variety of institutions to provide on-going professional development.
 - The district will provide formal orientation for all new teachers in the district.
 - The district will encourage opportunities for intra-school, inter-school and intra-district visitation as well as for presentation opportunities at professional conferences.
 - The district will establish a web-based communication network for all employees.
 - The district will continue to provide professional development opportunities such as: conference days, Model Schools, in-service training programs, etc.
 - The district will encourage active participation at meetings/activities/conferences of established professional educational organizations by recognizing such as fulfillment of professional development requirements.
8. Statement – Alignment of Professional Development with New York State Standards and assessments.
- Organizes staff into learning communities whose goals are aligned with those of the school and district.
 - Requires skillful school district leaders who guide continuous instructional improvement.
 - Requires resources to support learning and collaboration.
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9. Measurement of the Impact of Professional Development on Student Achievement and Teachers’ Practices.
- Based upon the analysis of the district report card and collegial collaboration, each year the professional development committee will assess the impact of these initiatives on student achievement and best practices of its professional staff.
10. The field of education provides unique opportunities for continued professional growth. Our objective is to assist in fulfilling the State Education Department 175 hour professional development requirement for teachers. In addition to the items mentioned in paragraph seven above, we also endorse sponsoring staff development to educators in the following ways:

To address the state-mandated requirements that teachers who earn their professional diploma must earn 175 professional development hours over the course of five years and each subsequent five year periods, the Island Trees School District has developed a list of activities to meet this need. Below is the list of activities that can be counted toward the 175 professional development hours needed either in school (before, during, or after school) or off site. The Professional Development Committee recognizes that other activities not listed here might be considered for approval but those activities would require prior approval of the Professional Development Committee.

In School (Before, During, After School) *

Cooperating Teacher (15 hours/year)

Teacher Mentor (15 hours/year)

Protégé (15 hours/year)

Workshop Presenter (hour for hour for preparation up to 5 hours/year)

DIBELS Training (2 hours/year)

Committee Scoring of Assessments and Regents Examinations (8 hours/year max)

Turnkey Peer Training for Scoring of Assessments/Regents Examinations (1 hour/ test)

Inclusion, Co-Teaching, Autism, Model Schools, etc., with Consultant (hour/hour)

Faculty/Department/Grade-Level Meetings (10 hours/year**)

Development of Curriculum Activity (hour for hour/max 5 in year)

Pre & Post Observation Conferences (1 hour/year unless signed off by administration)

Inter-Classroom Visitations (3 hours/year)

New Teacher Meetings (hour for hour)

Service on Professional Committees (5 hours per committee, max 15 hours per year)

Curriculum Mapping/Summer Curriculum work (two-thirds of allotted curriculum mapping time)

PTA/SEPTA, conferences, workshops (hour/hour**)

Middle States/Blue Ribbon Schools (hour/hour up to 15/year)

Grant Writing (hr for hr up to 5 hours/year)

Independent Study/Research (published) (15 hours/article with prior approval)

*For any activity not listed above, please submit to Professional Development Committee and await approval.

**When educationally relevant

Off-Site *

Regional Scorer Training and/or Trainee/Turnkey (2x plus hour/hour)

Presenter at Workshop (hour/hour)

State Education Department Writer Item/Reviewer/Standard Setter (hour/hour)

Development of Statewide Curriculum (hour/hour)

Professional Organization Officer (hour/hour)

Attendance at Meetings (hour/hour up to 15 hours**)

Outside district meetings on educationally relevant topics (hour/hour)

Instructor (hour/hour up to 10 hours)

Collegial Circle Workshops: Case Studies, Curriculum Mapping, Portfolio (hour/hour)

Attending Collegial Circle Workshops (hour/hour)

Graduate Credits & In-Service (maximum 100 hours)

National Board Certification (With prior approval)

Publishing in Educational Journals (15 hours/article with prior approval)

*For any activity not listed above, please submit to Professional Development Committee and await approval.

**When educationally relevant

Anyone who wishes to earn professional development hours for the above-mentioned activities must complete a Professional Development Approval Form on My Learning Plan (with appropriate proof of involvement) subject to the approval of the Superintendent.

Professional development hours (click on in-service hours without credit on My Learning Plan) will be determined based on level of participation and hours of service.

Teachers who design and develop programs for their schools beyond school hours may apply for in-service hours without credit at the discretion of the Superintendent.

**Professional Development Plan
Committee Members**

- Dr. Susan Kelly – Administrator** _____
- Dr. Arlene Genden Sage – Administrator** _____
- Mrs. Elyse Miller – District PTA** _____
- Mrs. Marie Hesekeiel – High School** _____
- Ms. Karen Olsen – High School** _____
- Mrs. Pam Hostetter – Administrator** _____
- Mrs. Cathleen Potorski – Administrator** _____
- Mrs. Justine Previdi – Middle School** _____
- Mrs. Roberta Raccuglia – Middle School** _____
- Mr. Graham Radcliffe – Middle School** _____
- Mrs. Jean Ryan – Administrator** _____
- Mrs. Donna Toman – J. Fred Sparke** _____
- Ms. Laura Marks – J. Fred Sparke** _____
- Mr. Tom Steinmeyer – Michael F. Stokes** _____
- Mrs. Therese O’Loughlin – Michael F. Stokes** _____
- Mrs. Sheryl Emigholz – Michael F. Stokes** _____
- Mrs. Lisa Newman – Administrator** _____
- Ms. Pam Siniscalchi – Middle School** _____