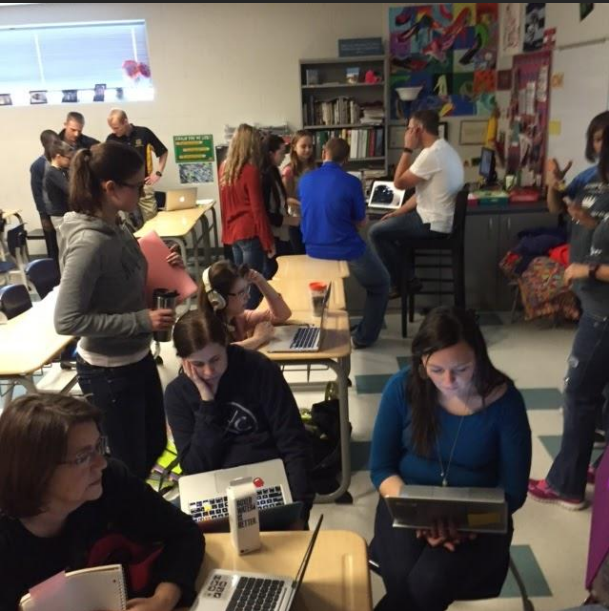




# Ray-Pec School District

Professional Development  
Program Review  
May 2016





## Professional Development Team Members

Dr. Al Voelker – Assistant Superintendent of Academic Services

Karmin Ricker – Coordinator of Instructional Design and Technology

Rebecca Oshel – Elementary Teacher, Creekmoor

Dillon Jarrett – Band Teacher, Bridle Ridge/Eagle Glen Intermediate, Ray-Pec High School

Jessica Young – Middle School Teacher, Ray-Pec East Middle School

Valerie Green – Spanish Teacher, Ray-Pec High School

\*PDC Committee- All buildings are represented

\*Barb Boucher- PDC Board Member Representative





## Professional Development Program Impact



- Build Capacity in Staff to:
  - Achieve our Mission: Preparing EACH student for a successful and meaningful life.
  - Reach our Vision: Turning today's learners into tomorrow's leaders.
  - Support Student Success Goals 1-4 in our Strategic Plan.
  - Support the goals in each school's School Improvement Plan.
  - Answer the four questions of a PLC.
  - Positively impact student and staff results.



## Professional Development Program Highlights

- Mentoring 91 teachers with less than 5 years of experience
- Offered 230 hours of Professional Development onsite
- 224 activities offered during the school year
- Whatever it Takes conference grew from 60 presentations in 2015 to 98 presentations in 2016
- Several members of our staff presented at local, regional, state and international conferences. ( Ex. International Society for Technology in Education, Powerful Learning, Interface, Missouri Council of Teachers of Mathematics)
- Over 40 conferences and workshops have been accessed by staff members



## Program Highlights continued

- Over 1000 Professional Development Survey responses collected
  - “The PD provided was a valuable learning experience.” Avg score 4.07/5.0
  - “I will be able to apply the information in my work with students and /or adults.” Average score = 4.15/5.0
- [SAI-II \(Standards Assessment Inventory\)](#)- Professional Development Survey
  - 367 total teacher responses (87% Completion Rate)
  - Overall Average Score = 4.02/5.0



## Previous Professional Development Goals & Results

100% of certified professional development will be aligned to the district's adult learning priorities.

- Key Measure – My Learning Plan Data  
2014-15 Benchmark 85%
- 99.8% Alignment- My Learning Plan Data Review
- The Professional Development Committee will measure and monitor the effectiveness of professional development in 100% of classrooms.
  - Key Measure – Standards Assessment Inventory (SAI II)  
2014-15 Benchmark 80%
  - 87% Staff Completion Rate
- Continue Implementation of Standards-Referenced Reporting, IB and Digital Transformation process.

# Ray-Pec Program Scorecard: Professional Development

				SCORING CRITERIA										
				Basic			Nearing Goal			Goal	Advanced			
	Measures	(2014-2015)	(2015-2016)	1	2	3	4	5	6	7	8	9	10	Raw Score
1	(New Teachers)- Percentage of new teachers who stated the amount of time spent with their mentor was satisfactory.	97.8	96.60	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	6
2	(All Teachers)- The PD provided was a valuable learning experience.	3.88	4.07	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	6
3	(All Teachers)- I will be able to apply the information in work with students and/or adults.	3.94	4.15	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	6
4	(All Teachers)- Overall composite score on the SAI-II Professional Development Survey.	New measure	4.02	2.75	3.0	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	6
5	(All Teachers)- Teachers are receiving on-going support in various ways to improve teaching.	New Goal	4.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5
6	(All Teachers)- Increase number of teachers observing in other classrooms.	New Goal	10%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	1
7	Professional Learning Communities Rubric	2.40	2.60	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	5.00
	<b>TOTAL SCORE</b>			1	2	3	4	5.00	6	7	8	9	10	5.00



## Professional Development Goals- 2016-2018

- By October 2018, the score on the SAI-II survey will show teachers in my school are receiving on-going support in various ways to improve teaching by increasing from 4.0 to 4.4.
- By October 2018, the number of teachers observing in other classrooms will increase from 10% to 70% as indicated by the SAI-II.





## Opportunities for Improvement

- Continual training for staff on using My Learning Plan to document professional development hours.
- Improve communication amongst staff by offering Professional Development Committee updates at monthly faculty meetings.
- Continue to seek ways to differentiate staff development.
- Align resource allocation to professional development survey results. (ie. STEM- Project Lead the Way, Social/Emotional PD, Math Instruction)



Professional Development Program Review

# Questions