

# PROFESSIONAL LEARNING



Quarterly Data Updated January 2024

## EVALUATION TOOLS

*All staff will participate in an annual evaluation that will report proficiency in responsibilities, give feedback for growth and ways to increase skills and strategies.*

Our certified staff, including administrators and directors, are evaluated through our Frontline platform. Our commitment to the Rapid Cycle Feedback format allows all staff to participate in 5-6 sessions of feedback focused on the standards that they choose during their first two years in the district and their summative year. At this point of the school year, we are currently 54.6% complete.

Other staffing groups will meet with their supervisor prior to the end of June for their evaluation.

## SHARED LEADERSHIP

*Leadership will be shared at the school level to ensure; commitment to learning for all students, provide a collaborative culture, and provide a focus on results.*

Building Leadership Teams are part of each school to be a model to provide opportunities for shared leadership. During the past couple of months, these have been the focuses of these teams:

- **Elementary:** Someone Special Day, playground, PLCs, preparing for conferences
- **Flex Academy:** aligning social studies/science standards with Flexcursions, marketing (newsletter and informational nights), preparing for Triad conferences
- **Intermediate/Middle:** Forward testing (prep and schedule), student and staff engagement, MLK Day
- **High School/LCCPA:** Preview Day, AI guidance, ACT/STAR prep, internal sub-process

## PERSONALIZED PROFESSIONAL LEARNING

*Continue to develop personalized professional learning opportunities for staff.*

During the upcoming semester, members of the Future Ready Committee will support the following goals:

- **Goal 1:** Provide opportunities for peer observations.
- **Goal 2:** Support teacher development in understanding how to experience professional learning in the digital world.
- **Goal 3:** Obtain student input on 21st-century skills integration.

We have three main avenues of professional learning as part of our district goal. Our first and most important is the professional learning that we coordinate as part of our work day. This happens throughout professional learning communities, our focused time on topics during Early Release, institutional coaching, and collaboration with colleagues. Our second avenue is by supporting our staff to attend trainings and conferences off-site. This is especially helpful when there is an outside "expert" or opportunity that we do not have within our district. Our third avenue is by supporting personalized professional learning which we share through a platform for our staff. Staff who want to facilitate a session make it available for the staff to attend on their own time. Our certified staff are asked to complete 8 hours of personalized professional learning that they choose in exchange for one day at the end of the school year.