

Districtwide Parents: *Staff Development*

October 8, 2019

Staff Development has been around a long time . . .



"It appears to be some sort of staff development presentation."

PEANUTS

by
SCHULZ



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. . . and we are always looking for better ways to do our work



To that end . . .

- 1. Integrated Comprehensive Systems (Social Justice)**
- 2. School Safety Grant**
- 3. Co-Plan to Co-Serve to Co-Learn (C3)**
- 4. Universal Design for Learning (UDL)**
- 5. Professional Learning Communities**
- 6. Curriculum Implementation**
- 7. Educator Effectiveness Training**
- 8. Response to Intervention**
- 9. Positive Behavioral Supports**



Finding Balance



A Five-Year Plan: 2017-2021

- ❖ **Integrated Comprehensive Systems**
 - ❖ **Cultural and Behavioral Systems**
- ❖ **Engagement and Universal Instruction**
- ❖ **Co-Plan to Co-Serve to Co-Learn (C3)**
 - ❖ **Universal Design for Learning**

Finding Focus for Progress

Integrated Comprehensive Systems for Equity – Four Cornerstones

Cornerstone 1- Focus on Equity

Step 1 - History of Marginalization/Current Model
Step 2 - Deficit to Assets-Based Thinking
Step 3 - Begins With Us: Identity Development for Systems Change
Step 4 - Understand Equity Research
Step 5 - Equity Non-Negotiables
Step 6 - Equity Audit to Drive Change

Cornerstone 2- Align Staff & Students

Step 7. Align school/district teams with Equity Non-Negotiables
Step 8. Re-align staff and students to eliminate inequities
Step 9. Re-align district office to eliminate inequities

Engage & Develop Community

Cornerstone 4 – Leverage Policy and Funding

Step 12. Transform Roles and Responsibilities
Step 13. Leverage Funding to Eliminate Inequities
Step 14. Align Policy and Procedures to Eliminate Inequities

Cornerstone 3 – Transform Teaching and Learning

Step 10. Co-Plan to Co-Serve
Step 11. Identity Relevant Teaching & Learning for All Learners

A magnifying glass with a black handle is positioned over a document. The word "Equity" is written in a large, bold, black sans-serif font and is centered within the circular lens of the magnifying glass. The background of the document is light blue with faint, illegible horizontal lines of text. The lighting is soft, creating a slight shadow of the magnifying glass on the paper.

Equity

Equity Trust Ltd et al

Delivery: Staff Development Layer Cake



Layers of Learning

District Staff Development Days

New Teacher Induction

Summer Institute

Early Release Days

Gold Brochure

Summer Institute

2019

District Staff

Development Days

New Teacher Training

Early Release Days

Gold Brochure