

Shepherd Public Schools



Professional Development Plan

2023-2025

Mission Statement

The mission statement of the Shepherd School District for all grades K-12 is

***We Are Shepherd:* A safe, respectful, and positive community where our high expectations and emphasis on personal growth support all students in being successful, lifelong learners.** Shepherd School's Professional development plan aligns with the overall goals and priorities of the school. This ensures that the efforts of educators are directed towards achieving the school's mission and vision.

Visions

Elementary Vision

Positivity

Respect

Independence

Discovery

Empowerment

Elementary Commitments

At Shepherd Elementary School, our vision is to prepare children for a lifetime of success. Faculty and staff are committed to providing a safe and **positive** environment for children to learn and develop. We will teach **respect** for each other, authority, and oneself. Our curriculum will focus on building responsibility and **independence** to make a smooth transition to middle school, high school, and beyond. Shepherd Elementary will encourage **discovery** and growth of social, academic, and personal skills for every student. We believe in the **empowerment** of our students and hold everyone within our walls to the highest standard.

Middle School Vision

P.R.I.D.E.

Persistent

I commit to creating goals for myself and overcoming obstacles by taking the time to do things the right way in order to succeed.

I commit to setting and achieving my goals.

Responsible

I commit to completing my work with my best effort and turning it in on time.

I commit to putting forth my best effort.

Independent

I commit to trying to take on challenges myself before asking for help.

I commit to advocating for myself.

Dedicated

I commit to giving my time and effort towards the things I need most.

I commit to prioritizing my needs.

Empowered

I commit to realizing that I have the power to make my own decisions and choices.

I commit to being confident in my own decisions.

High School Vision

We Are Shepherd: Empowering students to achieve greatness.

Built Upon:

ResPect

LeadeRship

IntegrIty

KinDness

AchiEvement

Shepherd High School Commitment Statements:

Respect: We commit to thinking before we act and showing everyone respect.

Leadership: We commit to inspiring others to be their best.

Integrity: We commit to being honest and making good choices.

Kindness: We commit to being compassionate and understanding.

Achievement: We commit to giving our best effort in everything we do.

Introduction

The Shepherd Schools describes our vision on how we can better educate our adult employees to in turn enhance the learning of our students Kindergarten through twelfth grade. We believe our educators and employees will benefit from having a professional development plan. Through this plan, the District will look to provide professional learning that is aligned with our school leadership goals, learning standards, assessments, as well as our student's needs. These professional learning opportunities will help our educators to meet the needs of all students.

Through targeted professional development, teachers can enhance their instructional techniques, classroom management skills, and understanding of diverse learning styles. This, in turn, improves the quality of education provided to students.

Education is an evolving field with constant changes in curriculum, standards, and educational policies. A professional development plan allows educators to adapt to these changes effectively and implement new strategies in their teaching.

Professional development often includes collaborative opportunities for teachers to share ideas, strategies, and best practices. This collaboration fosters a supportive learning community within the school, promoting a culture of teamwork and shared goals.

Offering professional development opportunities demonstrates that the school values its staff and is invested in their growth. This can lead to higher job satisfaction and increased retention of experienced and skilled educators.

The ultimate goal of professional development is to enhance teaching and, consequently, improve student learning outcomes. A well-trained and motivated teaching staff positively impacts student achievement and success.

Our Shepherd School's professional development plan is crucial for our schools to stay current, enhance teaching skills, and ultimately provide a high-quality education for the students in the Shepherd community.

Stakeholder Groups for Professional Development

Shepherd Schools' Professional development is discussed with a group of administrators, teachers, and board members through the negotiation process and as a part of staff meetings. The teachers include those who are elementary teachers, middle school teachers, and high school teachers.

Goals for Professional Development

Goal 1:

Academic

Shepherd Schools will seek to send administrators and teachers to Professional Learning Communities professional development conferences once a year. District administrators will determine which PLC conference fits the needs of the teachers who are selected to attend.

Goal 2:

Safety

Shepherd Schools will seek to have at least one Professional Development per school year that is focused on school safety. The District safety committee along with district administrators will determine which safety protocols need to be addressed with staff for professional development.

Goal 3:

Social, Emotional, Cultural

Shepherd Schools will seek to find professional development opportunities for promoting social-emotional well-being as creating a positive and supportive learning environment to ensure that students not only excel academically but also thrive emotionally and socially.

Goal 4:

Growth of New Teachers through a New Teacher Mentor Program

Shepherd School will support and maintain a new teacher mentoring program for the professional development and success of educators, especially those in their early career stages. By setting and achieving these goals, a new teacher mentoring program can contribute significantly to the professional development and success of educators, creating a positive and supportive learning environment.

Goal 1: Academic - PLC

Shepherd Schools will seek to send administrators and teachers to Professional Learning Communities professional development conferences once a year. District administrators will determine which PLC conference fits the needs of the teachers who are selected to attend.

Shepherd School's professional development helps educators stay updated on the latest teaching methods, technologies, and educational research. This ongoing learning contributes to the overall improvement of teaching practices. We will seek opportunities in professional development to increase the knowledge, understanding and development of a stronger Professional Learning Community. We will also look for training opportunities in the area of teaching reading in lower grades.

Professional Learning Communities (PLCs) offer numerous benefits to schools and educators. PLCs provide a platform for educators to collaborate and share their expertise, experiences, and resources. This collaborative environment fosters a culture of continuous learning among teachers.

PLCs focus on analyzing student data to identify areas for improvement. Educators can use this information to make informed decisions about instructional strategies, curriculum development, and interventions to meet the needs of all students. Through collaborative discussions and shared best practices, teachers can enhance their instructional methods. PLCs allow educators to learn from each other and implement effective teaching strategies in the classroom. In PLCs, teachers work collectively to set goals, monitor progress, and hold each other accountable for student outcomes. Teachers can work together to find solutions to common issues related to student learning, behavior, and engagement. PLCs offer support

networks for new teachers, helping them integrate into the school community and learn from more experienced colleagues. This support is crucial for the retention and success of educators, especially those in their early career stages. The collaborative nature of PLCs contributes to the development of a positive school culture. When educators work together towards common goals, it creates a sense of unity and shared purpose among staff members. By focusing on student learning outcomes, PLCs help ensure that instructional decisions are centered around meeting the diverse needs of students. This student-centered approach is essential for improving overall educational effectiveness.

The use of Professional Learning Communities can lead to improved collaboration, data-informed decision making, professional growth, and a positive impact on both educators and student outcomes in schools.

Identified Groups

Administrators and Certified Teachers

Goal 2: Safety

Shepherd Schools will seek to have at least one Professional Development per school year that is focused on school safety. The District safety committee along with district administrators will determine which safety protocols need to be addressed with staff for professional development.

Ensuring safety in schools is a top priority, and school goals related to safety encompass various aspects to create a secure and supportive environment for students, staff, and visitors. Professional development in the area of safety ensures for the staff and students of Shepherd Schools. Training staff in safety procedures will help develop and regularly update comprehensive emergency preparedness plans. It will allow for our schools to know best practices in conducting regular drills for various emergency scenarios, including fire drills, lockdown drills, bomb threats and evacuation drills. These drills will allow staff to learn ways to have clear communication protocols during emergencies. Conducting safety drills will allow Shepherd Schools to collaborate with Law Enforcement to establish partnerships with local law enforcement agencies, coordinate efforts for school resource officers or security personnel and conduct joint training exercises with law enforcement to train all school personnel to provide a safer environment for staff and students.

Safety professional development will allow Shepherd Schools to learn more about how to keep the school buildings secure and keep staff and students safe. Administrators will seek out training for staff on how and why it is important to regularly inspect and maintain school buildings and equipment, address safety hazards promptly and efficiently and invest in infrastructure improvements to enhance safety measures including areas of health such as CPR/First Aid/AED training. Safety protocols will help establish clear procedures for visitor

check-in and check-out which will require identification for all visitors and restrict access to certain areas. Our safety plans and procedures will clearly communicate visitor policies to staff, students, and parents.

Developing a safe school environment through professional development will help develop plans for cybersecurity by establishing and enforcing policies to protect sensitive information and data and making plans to regularly update and monitor cybersecurity measures to prevent cyber threats.

Safe schools also maintain secure transportation by implementing safety measures for school transportation, including buses and walking routes. Shepherd Schools will develop training protocols for transportation staff on safety procedures.

Identified Groups

All Staff including the District SRO

Goal 3: Social, Emotional, Culture

Shepherd Schools will seek to find professional development opportunities for promoting social-emotional well-being as creating a positive and supportive learning environment to ensure that students not only excel academically but also thrive emotionally and socially.

Creating a Positive School Climate

- Foster a culture of respect, inclusivity, and kindness.
- Develop and enforce anti-bullying policies to ensure a safe and supportive environment.

Parent and Community Involvement

- Involve parents in social-emotional learning initiatives through workshops and informational sessions.
- Collaborate with community organizations to support social-emotional development.

Crisis Intervention and Counseling Services

- Provide access to counseling services for students facing social-emotional challenges.
- Establish protocols for crisis intervention and support during difficult situations.

Student Leadership Opportunities

- Offer opportunities for student leadership and involvement in decision-making processes.
- Empower students to take on roles that promote a sense of responsibility and belonging.

Assessment and Monitoring

- Develop assessment tools to measure social-emotional competencies.
- Regularly monitor and evaluate the effectiveness of social-emotional programs and interventions.

By prioritizing these social-emotional goals, schools can contribute to the holistic development of students, preparing them not only for academic success but also for a fulfilling and emotionally resilient future. The Shepherd School District will also seek out to provide more trainings on suicide awareness for all levels of staffing elementary through high school.

Identified Groups

All school counselors, administration, teachers and SRO

Goal 4: New Teaching Staff

Shepherd School will support and maintain a new teacher mentoring program for the professional development and success of educators, especially those in their early career stages. By setting and achieving these goals, a new teacher mentoring program can contribute significantly to the professional development and success of educators, creating a positive and supportive learning environment.

Ensure a smooth transition for new teachers into the school environment.

- Provide orientation sessions to familiarize new teachers with school policies, procedures, and culture.
- Pair new teachers with experienced mentors to guide them through the initial stages.

Support the ongoing professional growth and development of new teachers.

- Facilitate regular meetings between mentors and mentees to discuss professional goals.
- Provide opportunities for new teachers to attend workshops, conferences, and training sessions.

Assist new teachers in developing effective classroom management skills.

- Offer training and resources on classroom management strategies.
- Conduct observations and provide constructive feedback to improve classroom practices.

Enhance new teachers' understanding of curriculum and instructional strategies.

- Collaborate on lesson planning and curriculum alignment.
- Share effective instructional methods and teaching resources.

Establish a culture of continuous feedback and reflection and enhance new teacher retention

- Encourage regular reflection sessions between mentors and mentees.

- Provide constructive feedback to help new teachers refine their teaching practices.
- Monitor new teacher progress and address concerns promptly.
- Celebrate milestones and successes to boost morale.

Identified Groups

Administrators, new certified teachers, building mentors