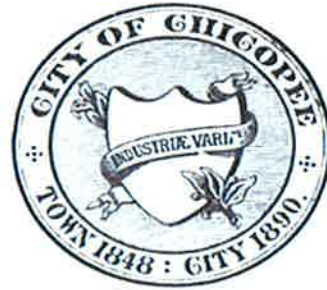


Chicopee Public Schools



Professional Development Plan

2016-2017 / 2017-2018

Professional Development Plan - Chicopee Public Schools – 2016-2017/2017-2018

Professional development in our district takes into consideration information gathered formally and informally from all staff regarding their PD needs. This includes taking into account:

- local, state and federal mandates and regulations and district goals;
- data from Professional Development Needs Assessment Surveys, Technology Use Surveys, and Professional Development Feedback Surveys;
- feedback from district and site administrators, staff members, district teams and the CEA;
- district CEA PD committee; and
- professional development offerings locally and nationally.

Our goal is to provide valuable opportunities in targeted areas of focus for meaningful and relevant professional development that results in professional growth for our staff that transfers into the classroom and ultimately impacts student achievement.

VISION

The vision of the Chicopee Public School District's Professional Development Plan is for all staff to be offered content and pedagogical professional development that provides opportunities for individuals to grow professionally, share and collaborate, fulfill State licensure requirements, maintain Highly Qualified status, increase knowledge, strengthen skills, improve teaching practices, and foster the on-going growth and change necessary to provide students with knowledge, skills, and values they will need to lead meaningful lives in the 21st century.

MISSION

The mission of the Chicopee Public School District's Professional Development Plan is to provide professional development opportunities that increase the knowledge and enhance the skills of all intended professional development recipients with the ultimate goal of positively impacting student achievement.

CORE BELIEFS

We believe our staff to be:

- comprised of life-long learners who endeavor to meet the needs of their students
- invested in the pursuit of student learning
- capable of enhancing their skills and knowledge base
- entitled to appropriate, meaningful, and relevant professional development
- comprised of talented individuals who can and should be utilized for professional development
- willing to provide ongoing candid and effective feedback to help drive future professional development offerings

INTENDED RECIPIENTS

The Chicopee Public School District's Professional Development Plan is geared for all intended professional development recipients and includes 5 full days of PD per year built into the school calendar for instructional staff, as well as additional PD offerings for all staff that the district is able to provide through local, district, state and federal funds and grants. (See current list in Addendum "A").

PROFESSIONAL DEVELOPMENT SURVEYS

The district plans to administer:

- An annual **PD Needs Assessment** in March/April of each school year to gather feedback and solicit input for the selection of future PD offerings.
- An annual **Technology Use Survey** in June to gather feedback and solicit input to determine PD needs relative to technology.
- **Online PD Feedback Surveys** for all PD offered throughout each school year and during the summer months to gather feedback and solicit input for future PD offerings.

The results of these surveys will continue to be posted to the Office of Curriculum and Instructional Support Webpage. The district's goal at this time is to increase the response rate for the Annual PD Needs Assessment Survey from 46% to 55%.

PROFESSIONAL DEVELOPMENT INTENDED AREAS OF FOCUS:

- Common Core
- Educator Evaluation/DDM's
- Content
- Pedagogy
- Social/Emotional
- Behavior/Classroom Management
- Technology
- Special Education
- Restraint/De-Escalation
- Legal
- Anti-Bullying
- WIDA
- RETELL
- Assessments
- Google Education

ELMS PARTNERSHIP

As part of the Chicopee Public School District's Professional Development Plan, we have a Partnership with Elms College, located in Chicopee, MA, the goal of which is to offer a subsidized rate, upon request to the district, for up to 2 courses in the Fall and 2 courses in the Spring for staff based on agreed-upon eligibility criteria, funding availability, and available slots.

ADDENDUM "A"

Current List of Intended PD Recipients:

- Classroom Teachers (in all disciplines, including ELA, MATH, Science, Social Studies, Music – General/Vocal/Choral/Instrumental Band, Art/Visual Arts, PE, Health, Consumer Science/FCS, Business, Computer, Technology, REACH, and Foreign Language/World Language)
- Interventionists (Title I, ELL, and SPED)
- Self-Contained Special Education Teachers
- Teachers of Learning Disabled (LD) Students
- Teachers of Students with Moderate Needs
- Teachers of Students with Severe Moderate Needs
- Autism Transition Teachers
- Autism Teacher on Special Assignment
- Teachers of Autism
- Teachers of Intellectually Impaired (II)
- Teachers of Severe Cognitively Impaired
- LMB Teachers on Special Assignment
- Special Education Supervisors
- Team Chairs
- Itinerant Staff (SLPs, SLPAs, School Psychologists, OTRs, COTAs, PTs, PTAs, TVI, AdPE)
- School Counselors
- Middle to High School Readiness Specialists
- Counselor on Special Assignment
- Substance Abuse Specialist
- Attendance Department Staff
- Homeless Liaison
- Librarians
- CTE
- ROTC
- Telecom (A/V)
- Nurses
- Vision
- Dental
- Paraprofessionals, Assistant Teachers (AT's) and Library Media Techs (LMT's)*
- Administrative Staff
- Others (including, but not limited to: School Committee Members, Guests from Private/Parochial Schools located in Chicopee, Head Start, Guests from Other School Districts, and College Students upon request).

[*Paraprofessionals, Assistant Teachers (AT's) and Library Media Techs (LMT's) receive one full-day of PD each school year, usually offered in August.]