



## **East Baton Rouge Parish School System Professional Development Plan 2008-2009**

Professional Development in the East Baton Rouge Parish School System is a process that facilitates the continuing education of teachers, administrators, and others who are engaged in the education of students. By engaging in professional development, staff members should come to know their subjects, their students and their practice - and make informed use of what they know.

Quality professional development in the East Baton Rouge Parish School System recognizes that teachers are central to student learning, and that all members of the school community participate in the learning process. East Baton Rouge Parish School System's professional development reflects the most current available research and the best practices in teaching, while promoting continuous inquiry and improvement that is embedded in the daily life of its schools.

The East Baton Rouge Parish School System's Professional Development Plan is in alignment with the National Staff Development Council Standards. As educators, we all recognize that teachers are the single most powerful influence on student learning and that high quality teachers inspire, motivate, and empower their students to achieve their full potential. The Standards identify professional development that promotes and sustains continuous teacher development and growth. The standards rest on fundamental knowledge about contextual factors that are critical to ensuring that professional development is effective:

Professional development that is effective:

- Improves the learning of all students
- Is research-based and supports what teachers should know and be able to do to support student learning
- Takes place in "professional learning communities"
- Is planned through collaborative leadership model
- Requires adequate resources such as time, money, and people

East Baton Rouge Parish School System offers a comprehensive, effective, professional development program to staff through both in-district and out of district professional learning opportunities, workshop offerings, college courses, and conferences.

**District initiatives and areas of focus for professional development in the East Baton Rouge Parish School System's include:**

**Content Area Development** – learning research-based instructional techniques and curriculum content to improve student achievement in various content areas:

- **Literacy**- approaches include READ 180, Language!, Reading First, and the K-3 Reading Initiative
- **Math**- K-12 Math Initiative
- **All Content Areas**- MUST (Middle Unit Specific Training), Instructional Management Training and Delivery, Elementary Content Specific Training

**Classroom and school-wide positive behavior supports** –understanding and appreciating diversity, character education, substance abuse and violence prevention, and building a positive culture and climate in schools and classrooms.

- **PBIS**- Positive Behavior Intervention Supports (PBIS)
- **ICARE**- provides prevention education to students in the areas of alcohol, tobacco, other drugs, violence, crisis response and management

**Data analysis and program evaluation** – this would include analyzing student assessment data and adjusting instructional techniques based upon student need Curriculum design and development – continuous evaluation and adjustment of curriculum, unit and lesson design using the research based model of Understanding by Design, curriculum mapping, and test preparation materials, to ensure alignment with Louisiana standards.

- Quality Support Team
- Literacy, Reading and Math Coaches
- Benchmark Assessment Training
- Data Analysis Workshops
- Content Trainer Workshops-

**Teacher/Principal Induction**- this includes the work with the new teacher induction program and mentoring new staff.

- **Louisiana Teacher Assistance and Assessment Program**- committed to providing quality support and assistance to new teachers.
- **Beginning Educator Support Track (B.E.S.T.)**- a three-year program, is designed to support all new teachers with less than one year of teaching experience.
- **Incoming Veteran Educators Support Track (In.V.E.S.T.)**- In.V.E.S.T, a one year program, will support teachers who are new to the EBRPSS, but who are not new to teaching.
- **Smart Start**- A two day induction training for new teachers focusing on a curriculum and classroom management.

- **Principal and Assistant Principal Induction Program-** designed to assist principals and assistant principals in the development of skills and/or attitudes necessary to be effective leaders.

**Technology and Curriculum Integration** – infusing technology into the classroom curriculum and using instructional technology resources to enhance and differentiate instruction.

- Technology Training Courses
- Training labs available to faculties and departments (upon request)
- Curriculum Activity Development & Support
- Software & Hardware recommendations
- Teacher Mentoring
- Teacher & School Website Training & Support

**Leadership Support** –designed to create a preparation system that result in the identification and support of high-quality leaders for all schools and to provide continued support for practicing administrators

- **Alternative Certification Program-** This program provides training for persons who already hold a master's degree in education and are seeking to add Educational Leader certification to a valid teaching certificate.
- **Principals for Tomorrow-** The Principals for Tomorrow program is a high-quality, intensive training program for those teacher leaders who aspire to be administrators. It is designed to develop a pool of potential leaders for district administrative positions.
- **Taking Steps to Leadership-** Teachers are selected to participate in the National Board for Professional Teaching Standards Take One! Initiative in year one with completion of NBCT in year 2
- **National Board for Professional Teaching Standards -** assists teachers with completion of the NBCT certification process by completing the portfolio and assessment center exercises.
- **Tools for Success-** To provide current and prospective administrators with the necessary tools needed to carry out the policies and procedures of the EBRPSS.
- **Superintendent's Leadership Institute-** A monthly meeting focusing on Instruction and use of data.
- **Assistant Superintendent's Meetings-** Area specific monthly meeting focusing on Instruction and use of data.
- **University of Virginia Turn Around Principal program**

These focus areas will allow faculty to improve student learning by increasing teacher effectiveness, and embedding instructional practices into the daily activities in the classroom. This will ultimately result in a greater percentage of students meeting and exceeding State standards.