*Research Based Staff Development (RBSD) Plan Completion*

More information can be located in the QPA Manual under Quality Criteria Four (web address) and the Kansas Professional Development Guidelines. (The QPA Manual can be downloaded at: <http://www.ksde.org/Default.aspx?tabid=1694>. The Kansas Professional Development Guidelines can be downloaded at: <http://www.ksde.org/Default.aspx?tabid=2132>.)

***Professional Development for Staff***

Dodge City Public Schools has developed professional training opportunities for teachers and paraprofessional staff to improve curriculum so that all children are able to meet the state’s student performance standards. Based on the identified needs related to improving skills for all children, the school has developed and will implement a professional development plan to enhance those areas that have been identified for needs improvement. These areas, which focus on the creation of a quality learning environment, include reading, mathematics, writing, science, social studies, and technology. Additionally we will meet the root cause needs by creating a quality school environment is dependent upon providing staff with ongoing professional growth opportunities that will address the educational issues resulting from the assimilation of an extremely diverse student population. The Leadership Team with the support of the Title I Steering Committee and Building Leadership Team will develop school improvement goals and elicit input from all staff members on the identified needs for professional growth. A variety of staff development opportunities are available to enhance the instructional program. The trainings/programs listed below have been utilized by Dodge City Public Schools over the past two years for the purpose of providing ongoing professional learning and providing staff venues through which to support our students in meeting performance standards.

New teacher training (Central Office) Focus on Kansas College and Career Standards

Writing assessments Purposeful, Strategic Visits to other schools

Writer’s Workshop Focus School Team

Writing across the curriculum ESL strategies

Sheltered Instruction Observation Protocol Literacy Collaborative

Professional Learning Communities Response to Tiered Interventions (RTI) Teams

STEM workshop Math Engage New York

Technology applications School Council and Family Involvement Practices

Mindset Training Science Instruction

Positive Behavior Support Strategic Planning

Child Abuse SIOP

Literacy Lessons Co-teaching

Multicultural opportunities

Specifically for the 15-16 school year, staff receive training in the following: Sheltered Instruction Observation Protocol, Poverty Simulation, Teach Like A Pirate, Rigor & Relevance; "What Does it Mean to be College and Career Ready?," Multi-disciplinary Performance Task, Thinking Maps, Instructional Walkthroughs,

Co-Teaching, iPad and Smart Board Use, Engaged New York for grade 6 math teachers, building academic language through content areas. All professional development opportunities align closely with teaching core content and school goals.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Research Based Staff Development** | | | | | |
| **Professional Development Goals: Based Upon Identified Needs** | **Staff Development Strategies** | **Timeline\*** | **Person(s) Responsible** | **Resources**  **(Include Personnel & Funding)** | **Evaluation** |
| **Knowledge Level**  **What do we know now that we did not know before?** |  |  |  |  |  |
| **Application Level**  **What are we doing now that we did not do before?** |  |  |  |  |  |
| **Impact Level**  **What results are we getting that we did not get before?** |  |  |  |  |  |

**\***Dates should reflect the research on adult learning – Knowledge level may require multiple exposures before Application. Application requires multiple practices with feedback before the strategies reach a level of automaticity. Then the Impact on students can be measured, again, over time.