

The following is the list of recommended actions categorized according the SWOT Analysis needs that the Professional Education Committee proposes to address.

**Categories of Steering Committee identified needs (SWOT) that could be addressed through the Professional Education Subcommittee:**

**Improve Community Impression and Reputation of the District**

- Use the website to extend offerings to parents and community.
- Construct a culture for learning where 100% of educators at all times share the vision of how actions at their level create readiness for the next level
- Determine how to be leaders in academic attainment (are we future-oriented and cutting edge)
- Contribution may include the updating of the website

**Guidance Needs to be More Active in Students' Lives**

- Focus professional development time for counselors on the implementation of the ASCA Model (discussed in detail in the Curriculum Subcommittee Report.

**Discipline or Lack of Respect**

- Require more peer-to-peer observation and interaction during the professional development cycle.
- Have novice teachers observe veteran teachers to model outstanding classroom interventions.
- Expand and Emphasize PBIS – Positive Behavior Intervention Support

**Improve Student/Admin/Teacher/Parent Relationships**

- Focus professional development on student needs and extend through outreach to parents.
- Ensure that parents are aware of professional development initiatives and how they can support those.

- Establish ego-free interactions to maximize the effectiveness communication among all stakeholders.
- Motivational speakers are effective for students and teachers alike (motivate, entertain, increase morale and have time to establish symbiotic relationships).
- If teachers are positive, it is contagious for each other and for students
- Improve and strengthen home-school relationships

### **Meet Academic Needs/Potential of All Students**

- School wide intervention for professional development. Start with Evan – Evan to lead in-service
- Need more hands-on materials and sharing of ideas and materials. High school is not lacking in time for collaborative consultation.
- Need experts in core subjects to come and do professional development (examples were interactive read aloud, 6+1 writing traits, great strategies)
- Middle School wants more time built in for collaborative consultation (the teacher next door knows a lot—a Professional Learning Community Format).
- Consider a mentoring program K-8 with more K-12 team exchanges.
- Teacher Teams could create and induction checklist; review and expand the current induction plan with a teacher-driven needs assessment.
- Vertical Teaming (K-12 gatherings) are needed.
- Themes for needed professional development:
  - Professional journals/resources
  - Technology applications
  - New ideas and innovations to share
  - Strategies for teaching higher order thinking
  - Vertical team exchanges – Lesson study
  - Provide for peer to peer observations and interactions
  - Cross-building observations to optimize smooth transitions and an appropriate continuum of services
  - Professional Learning Community format at the elementary and middle schools
- Ask teachers to give opinions on what they need to increase their effectiveness through an open-ended survey
- Establish mentor teachers. This may become a duty of a department chair or lead teachers at elementary and high school levels
- Renew differentiated supervision initiatives
- Provide instructional support for differentiating instruction within regular education classrooms.

**Increase Partnering with Other Districts**

- Participate in the Intermediate Unit 8 Induction Program to provide new teachers with networking opportunities.

**Technology Training for All Staff; Continued Education for Non-Tech Savvy Teachers**

- Distribute leadership across the district (teacher leadership), Give teachers the opportunity to share strategies for incorporating technology across the district.