



Ray-Pec School District

Professional Development
Program Review
May 2018



Professional Development Team Members

Dr. Al Voelker- Assistant Superintendent of Academic Services

Karmin Ricker-Coordinator of Instructional Design and Technology

Alan Downing-Teacher, Ray-Pec High School

Melissa Kelch-Teacher, Bridle Ridge

Amanda Kilgore-Teacher, Eagle Glen

Steven Meek-Teacher, Ray-Pec High School

Tammy Novak-Teacher, Peculiar

*PDC Committee-All buildings are represented; ex-officio members: principals and academic services

*Ruth Johnson-PDC Board Member Representative



Professional Development Program Impact

❖ Build Capacity in Staff to:

- Achieve our Mission: Preparing EACH student for a successful and meaningful life.
- Reach our Vision: A future-focused community with a commitment to lifelong learning .
- Align to the goals of the District Strategic plan.
- Support the goals in each school's School Improvement Plan.
- Answer the four questions of a PLC.
- Positively impact student and staff results.



Professional Development Program Highlights

- Mentoring 99 teachers with less than 5 years of experience
- Offered 157 hours of Professional Development onsite
- Several members of our staff presented at local, regional, and state conferences (Ex. MoreNet, Powerful Learning, Interface, Missouri Council of Teachers of Mathematics)
- 484 Certified Staff members logged 31,431.45 total hours of Professional Development this school year.





Program Highlights continued

Professional Development Survey responses

- “The PD provided was a valuable learning experience.” Average score = 4.19/5.0
- “I will be able to apply the information in my work with students and /or adults.” Average score = 4.25/5.0
- **SAI-II (Standards Assessment Inventory)- Professional Development Survey**
 - 319 responses total teacher responses
 - Overall Average Score = 4.3 / 5.0





Previous Professional Development Goals- 2016-2018

- By October 2018, the score on the SAI-II survey will show teachers in my school are receiving ongoing support in various ways to improve teaching by increasing from 4.0 to 4.4.
17-18 Result: 4.3
- By October 2018, the number of teachers observing in other classrooms will increase from 10% to 70% as indicated by the SAI-II.
17-18 Result: 74%

Ray-Pec Program Scorecard: Professional Development

				SCORING CRITERIA										
				Basic			Nearing Goal			Goal	Advanced			
	Measures	2016-2017	2017-2018	1	2	3	4	5	6	7	8	9	10	Raw Score
1	(New Teachers)- Percentage of new teachers who stated they had enough time to meet with their mentor.	96.2%	93.0%	91%	92%	93%	94%	95%	96%	97%	98%	99%	100%	3
2	(All Teachers)- The PD provided was a valuable learning experience.	4.26	4.19	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	6
3	(All Teachers)- I will be able to apply the information in work with students and/or adults.	4.31	4.25	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	7
4	(All Teachers)- Overall composite score on the SAI-II Professional Development Survey.	4.22	4.30	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	7
5	(All Teachers)- Teachers are receiving on-going support in various ways to improve teaching. (SAI-II)	4.00	4.30	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	6
6	(All Teachers)- Increase number of teachers observing in other classrooms as indicated by the SAI-II.	56.0%	74.0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	7
7	Professional Learning Communities Rubric	3.24	3.02	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	7
	TOTAL SCORE	6.29	6.14	1	2	3	4	5	6	7	8	9	10	6.14



Professional Development Goals- 2018-2020

- By October 2020, the score on the SAI-II survey will show teachers in my school are receiving ongoing support in various ways to improve teaching by increasing from 4.0 to 4.4.
- By October 2020, the number of teachers and administrators receiving formal, multi-session training in project based learning will expand from 5% to 25%.



Opportunities for Improvement

- Continue to seek ways to differentiate staff development
- Continue to align resource allocation to professional development survey results. (ie. STEM- Project Lead the Way, Social/Emotional PD, Math Instruction)
- Provide mental health professional development opportunities to staff (Conscious Discipline, Trauma Informed, Zones of Regulation)



Opportunities for Improvement

- Improve communication among staff by offering Professional Development Committee updates at monthly faculty meetings
- Establish PD days that are not tied to snow-make up days
- Increase professional development opportunities for elective teachers



Professional Development Program Review

Questions