



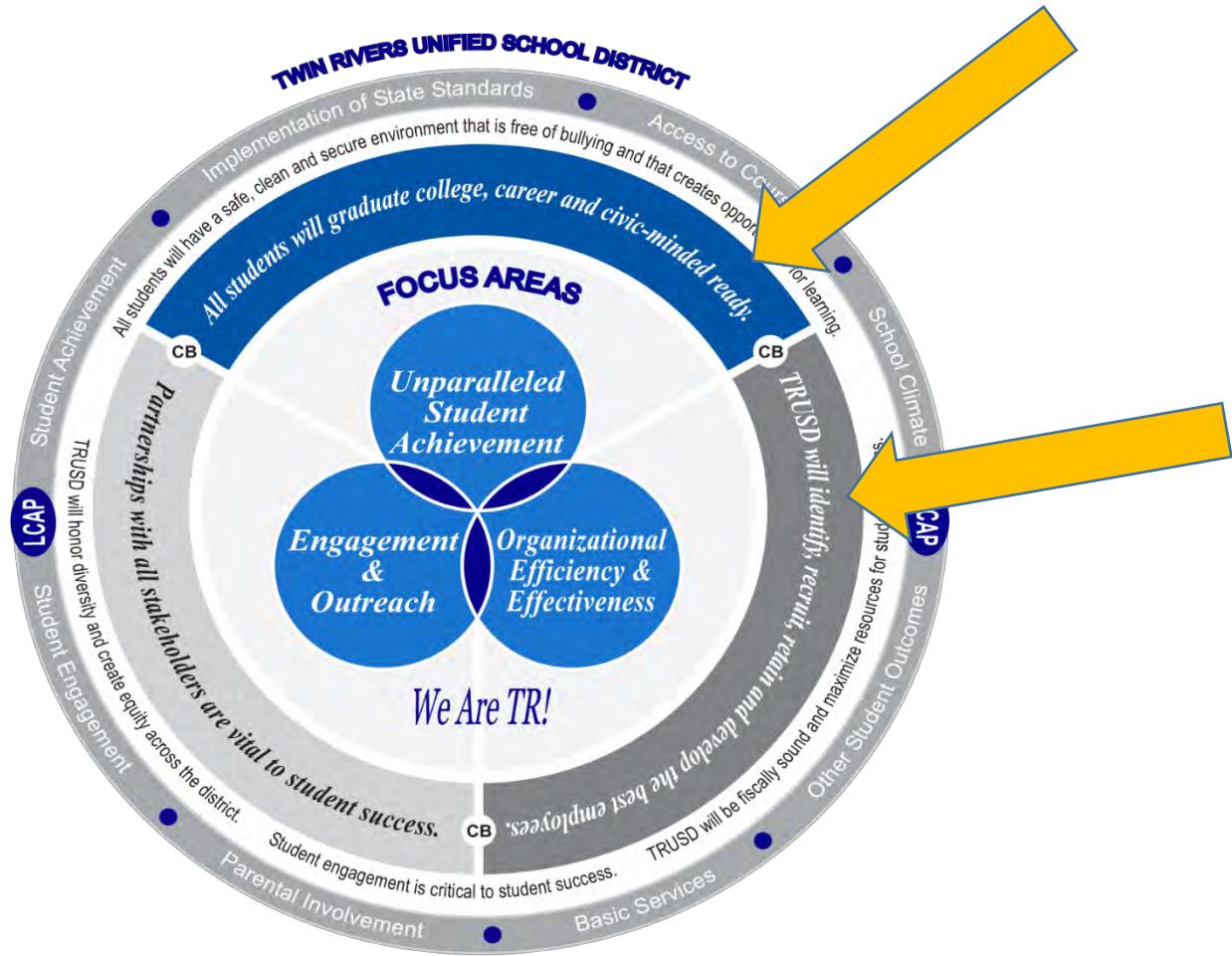
# Additional Professional Development Opportunities To Build Employee Capacity

Presentation to the Board of Trustees  
April 25, 2017

**Andrew Withers, Director of Professional Development**

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## CB: TRUSD Core Beliefs

LCAP: California Local Control Accountability Plan / Eight State Priorities

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# Twin Rivers Unified School District

*We Are TR!*

- Safe Learning Environment
- Healthy Families
- Effective Services

SBAC: Summative Assessments

Benchmark assessments

On-going formative assessments in PLCs

Unit development

*Creating Conditions for Success*

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# Building Professional Capital

*Whole system success requires the commitment that comes from intrinsic motivation and improved technical competencies of groups of educators working together purposefully and relentlessly.*

*- Michael Fullan –Choosing the Wrong Drivers for Whole System Reform*

## Board Policy 4331.11

*Professional development in TRUSD is designed to build human capital, social capital, and decisional capital. We are committed to ensuring that all personnel, at all levels of our district, have the relevant knowledge, skills and expertise to perform their work to the highest quality standard.*

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# Personalized Training and Support For ALL Employees

- Certificated
- Classified (including Police Services)
- District Leadership



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# Goals



- Provide additional high-leverage learning opportunities that support employee's needs
- Provide options for employees to extend their learning outside of the contractual work day
- Provide growth and alignment across employee groups
- Provide incentives to employees while building skills and capacity

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# Certificated Capacity Building

- Optional Professional Development in June, July and August based on employee feedback and requests.
- A variety of offerings have been organized to ensure there is something for everyone!
- Trainings include opportunities for employees to learn about our ELA and Math curricular options so they are well prepared heading into the school year.

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CERTIFICATED STAFF

# Earn & Learn PD



- CSUS Summer Institute: Integrated Services
- Davis/CSUS Math Project
- ECE Program Trainings
- ELA HMH Training: Big Day for TK
- ELA HMH Training: Journeys for K-6
- ELA Pearson Training:
- History/Social Science Framework Exploration
- History/Social Science Framework Overview
- HMH - ELA Journeys
- Illuminate Training
- Math: CPM Training
- New Teacher Boot Camp
- OIC NOW! Arts Integration
- Safe and Civil Schools: Behavior Intervention Training
- Science STEMposium
- SPARK PE Training
- Special Education Summer Institute: Mini-Conference
- Supporting Cooperative and Collaborative Groupings
- TECH FEST
- Trauma Informed Instruction Cadres

Full Description and Registration  
Available Mid-April

**WORKSHOPS BEGIN: June 5-9, 2017**

Some Topics Repeat Late July and Early August

# Classified Capacity Building

- Optional After-Hours Professional Development Offered From September 2017 to January 2018.
- Trainings were thoughtfully developed based on survey input and include opportunities for our employees to grow and learn new skills.
- A variety of online and in-person offerings have been organized to ensure there is something for everyone!

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## CLASSIFIED STAFF Professional Development

- 5 Behaviors of a Cohesive Team
- Being Humble, Hungry, and Smart
- Cognitive Conversations
- Cognitive Teamwork
- Conflict Resolution
- Customer Service
- Microsoft Excel
- Microsoft Outlook
- Microsoft Power Point
- Microsoft Word
- Getting to Know your Computer
- Google Drive
- Laserfiche
- Love & Logic
- Organizational Skills
- SCCM: System Center Configuration Manager
- Solar Winds: Help Desk & Network Management
- Student Social/Emotional Supports
- Systems Thinking
- Time Management
- TRUSD Applications Database Overview

Workshops Begin Sept 2017  
Earn as You Learn

Look for Registration Information by  
**June 1, 2017**

# Management Capacity Building

- Optional Professional Development Opportunities from May to October 2017 that continue to build leadership capacity.
- Trainings will provide context and alignment so our leaders can support the continued growth of their teams.

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ADMINISTRATIVE STAFF

# Proposed PD



- ELA Designated/Integrated
- ELA Journeys Leadership Overview: Elementary
- HMH Publisher Training: Secondary
- 5 Behaviors of a Cohesive Team
- Cognitive Conversations
- Cognitive Teamwork
- Conflict Resolution
- Math Publisher Training
- Microsoft Outlook, Power Point, Excel, Word: Online
- Google Drive
- Laserfiche
- Love & Logic
- Organizational Skills
- The Resilience Advantage
- Self-Regulation: AccuTrain
- Student Social/Emotional Supports
- Systems Thinking
- Time Management

**Registration Begins in May  
Courses completed by October**

# Next Steps



- Advertise Course Offerings to All Employee Groups
- Provide Online Registration 30 Days Before Offerings
- Monitor Employee Participation Rates
- Monitor Employee Survey Feedback to Ensure Effectiveness

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# Questions or Comments?



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