BRUNSWICK SD

# District Calendar
# Draft Proposal 2022-23
## School Board Workshop
## January 26, 2022

# Agenda

- **Superintendent's Priorities**
- **Professional Learning & Collaboration:**
  *what is it and why is it a critical need for our educators*
- **Review of our current model**
- **Overview of the 2022-23 District Calendar proposal**
- **Questions/Discussion**

# Superintendent’s Priorities:

- I seek to develop a calendar focused on the district's ability to deliver high-quality instruction necessary for students to be successful.
- Ensuring that our schools are staffed throughout the school year by qualified teachers and educational technicians who have opportunities to extend and deepen their learning (professional development) which as we know is essential to student success.
- Expand student opportunities by implementing an aligned curriculum that is grounded in an ongoing commitment to Equitable Opportunities for All Learners.

The research is clear; **high-quality**, **consistent, and aligned professional development opportunities for staff are critical to student success**.

## What does the research say about

## Professional Learning & Collaboration for Educators?

- *Experts agree that* ***"professional development can improve teaching practice and student learning outcomes."***

- *The National Education Association identifies professional development as* ***"a major tool for improving student learning."***

- *A 2010 guide to professional development published by Learning Forward, formerly the National Staff Development Council, claims that* ***"professional development is the only strategy school systems have to strengthen educators' performance levels."***

-Literature Review: Professional Growth, Hanover Research, November 2021

- *"Teaching does not allow for adequate time to devote to professional growth; therefore, **growth opportunities must be structured into teachers' schedules**. Long-term professional growth requires **ongoing opportunities for learning and reflection**."*

- *"Professional learning needs to be **intentional**—directly tied to teacher needs—and **ongoing** to reduce the barrier created by the nature of classroom environments."*

- *Experts agree that "professional development is **more effective when embedded** in teachers' daily work than when delivered in one-time workshops. Some experts suggest that **professional development is most effective when scheduled in blocks of 60-90 minutes**."*

-Literature Review: Professional Growth, Hanover Research, November 2021

# What are we currently doing?

**183 staff days = 175 student days AND <u>8 PD days</u>**

| **2021-22 School Year** | | | | | | |
|---|---|---|---|---|---|---|
| Aug. 25 & 26 | Oct. 8 | Nov. 2 | Nov. 24 | Mar.11 | Apr.15 | June TBD |
| **2 PD Days** (Opening of School) | **1 PD Day** | **1 PD Day** | **1 PD Day** (HS only/ Conference Comp K-8) | **1 PD Day** | **1 PD Day** | **1 PD Day** (Closing of School) |

# Other Professional Development Opportunities

In addition to the 8 Professional development days, BSD educators spend additional time in the following ways:

- Monthly staff meetings
- Grade level and/or department meetings
- Graduate courses
- Workshops, webinars, professional reading
- District/building based professional learning opportunities

# We need to shift

**From…**



**Random, inconsistent, optional**

**To…**



**Strategic, consistent, aligned**

# *DRAFT* Proposal for the District Calendar for 2022-23 *DRAFT*

***Goal**: to increase the amount of Professional Development time for Brunswick educators in order to better support regular, ongoing professional learning and collaboration, in service of improved educational outcomes for ALL Brunswick students.*

- ★ **Implement a one hour Early release every Wednesday** and add an additional hour to this time to give educators a 2 hour consecutive block of PD every week
- ★ **183 staff days = 176 student days AND 7 PD days**

DRAFT

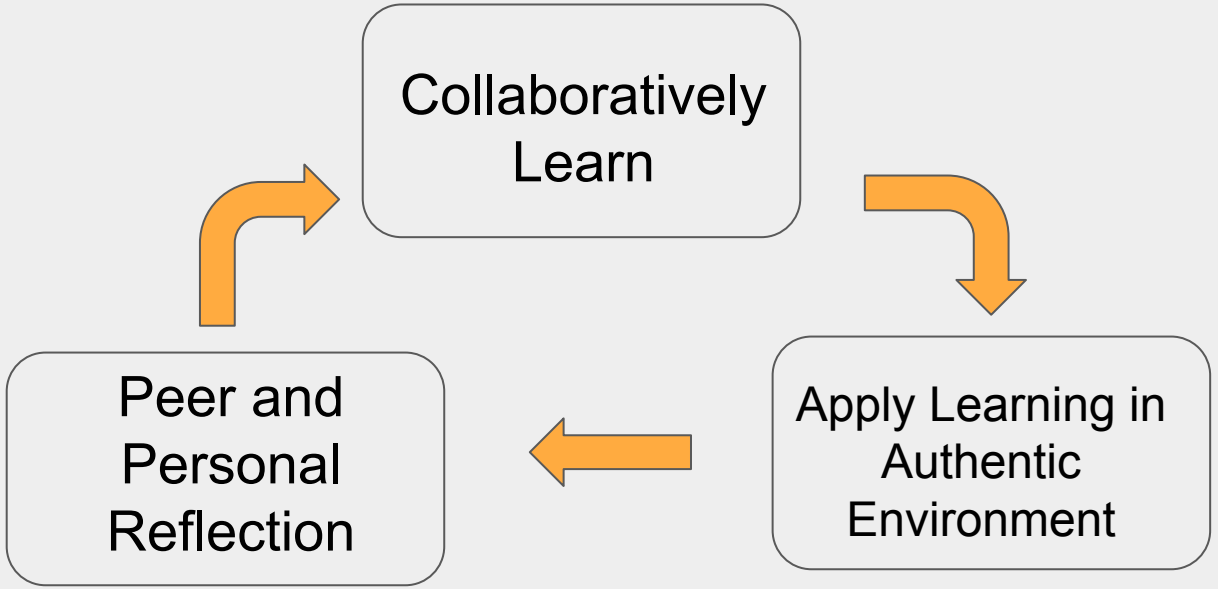
| August | October | November | March | April | June |
|---|---|---|---|---|---|
| **2 PD Days** (Opening of School) | **1 PD Day** | **1 PD Day** | **1 PD Day** | **1 PD Day** | **1 PD Day** (Closing of School) |

## *Sample* Monthly Professional Learning Plan at Brunswick Junior High School:

- **1:30-** student early dismissal on Wednesday
- **1:45- 3:45**- Staff Professional Learning & Collaboration time

| | | |
|---|---|---|
| Week 1 | **Staff Meeting (30-45 min)**<br>- Required district trainings | **Professional Learning Groups** |
| Week 2 | **Data Meetings (**grade level content teams with Special Education, RTI, ESOL staff<br>- Establish a data culture to inform instruction and ensure educational equity for all students | |
| Week 3 | **PD on Differentiation Strategies**- choose **two** 1hr workshops to attend that best meet your needs (offered by your colleagues- Tech Integrators, ESOL dept, Special Ed department, Talent Development teachers, Behavior Interventionists, Social Workers, etc) | |
| Week 4 | **District Vertical Collaboration (PK-12)**<br>- Special Education<br>- ESOL<br>- Diversified Arts (Art, Music, PE, Health, Computer Science, etc)<br><br>**Content/Subject-specific Department Meeting/Collaboration** (Math, Sci, ELA, SS, RTI) | |

# Example: **Professional Learning Model (TTL)**




**"It is argued that collaboration underpins the success of school improvement initiatives as it involves educational stakeholders focusing on the development of collective goals and responsibility. It creates opportunities for each participant to become an interconnected part of a unit that works toward common goals and hence, heightened sense of collegiality, equity, trust, and mutual respect."**

- Jao, L. & D. McDougall. "Moving Beyond the Barriers: Supporting Meaning Teacher Collaboration to Improve Secondary School Mathematics." *Teacher Development,* 20:4, April 20, 2016. p.558.

# Things to consider:

- Impact of lost instructional time (one hour per week)
- Childcare implications- we have begun with community partners to develop alternative solutions.
- How we can improve arrival and dismissal procedures
- Impact on the Region 10 Schedule
- Other?

# Closing

- **Timeline**
  - Update at Feb. 9 & Mar. 2 Board Meetings
- **Next steps/Action Items**
  - Engage the Teachers' Union
  - Engage parents & the community
  - Follow-up with Community Partners
- **Questions/Discussion**