



Brought to you by Greenbush, Southeast Kansas Educational Service Center

## **Kansas Regulations:**

### **1. Needs Assessment**

*NDSC Standards: Effective Staff Development that meets the needs of all students:*

- Uses disaggregated student data to determine adult learning priorities, monitor progress, and help sustain continuous improvement (data-Driven)
- Uses multiple sources of information to guide improvement and demonstrate its impact

### **2. Goal Setting**

*NDSC Standards: Effective Staff Development that meets the needs of all students:*

- Prepares educators to apply research to decision making (research-based)
- Uses learning strategies appropriate to the intended goal (design)
- Applies knowledge about human learning and change (learning)
- Provides educators with the knowledge and skills to collaborate (collaboration)

### **3. Staff Development Strategies**

*NDSC Standards: Effective Staff development that meets the needs of all students:*

- Prepares educators to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for their academic achievement (equity)
- Deepens educator's content knowledge provides them with research-based instructional strategies to assist students in meeting rigorous academic standards and prepares them to use various types of classroom assessments appropriately. (Quality teaching)
- Provides educators with knowledge and skills to involve families and other stakeholders appropriately (family involvement.)

### **5 Purposes of Staff development strategies**

**Develop awareness:** Strategies that focus on developing awareness are usually used during the beginning phases of a change. The strategies are designed to elicit thoughtful questioning on the part of the teachers concerning new information.

**Build knowledge:** Strategies that focus on building knowledge provide opportunities for teachers to deepen their understanding of content and teaching practices

**Translating into Practice:** Strategies that help teachers translate new knowledge into practice engage teachers in drawing on their knowledge base to plan instruction and improve their teaching.

**Focus on Practice:** Strategies that focus on practicing teaching help teachers learn through the process of using a new approach with their students. As teachers practice new moves in their classrooms, they deepen their understanding.

**Reflection:** Strategies that provide opportunities to reflect deeply on teaching and learning engage teachers in assessing the impact of the changes on their students and thinking about ways to improve. These strategies also encourage teachers to reflect on others' practice, adapting ideas for their own use.

## Developing a Plan

1. Select a planning team.
2. Complete the students' and staff development needs assessment
3. Determine student and staff development goals
4. Select student and staff development strategies
5. Write the school improvement and results-based staff development plan
6. Analyze progress
7. Revise the plan as necessary.

1. Planning team *may* include:
  - a. Administrators
  - b. Teachers representing all grades, content areas
  - c. Representatives of other school staff
  - d. Parents and community members

Planning team roles may include:

- a. Potential subcommittees focused on content (ie: math) or grade levels (ie: 6th grade)
- b. Someone to schedule staff development activities
- c. Someone to oversee documentation necessary for professional development points
- d. Somone focused on student performance data
- e. Planning team chairperson

2. Needs Assessment

### **Student needs:**

- How well are all students meeting the standards?





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