



**Harbor Springs Public
Schools
Professional
Development Plan
2011-2012**

Be Extraordinary

Harbor Springs Public Schools

Professional Development Plan

2011-2012

Mark Tompkins	Superintendent
Susan Jacobs,	HS Principal
Wil Cwikiel,	MS Principal
Dale Lewis,	ELE Principal
Karey Scholten	Admin
Chad Broughman	HS Teacher
Dave Taylor,	MS Teacher
Joyce Marquardt	Shay Teacher
Cathy Wargel	Blackbird Teacher
Marcia Vandermus	HS Parent
Laura Chamberlin	MS Parent
Diane Novalk	ELE Parent
Dana Marrow	Title Parent
Viginia Walden	Community Rep
Shauna Bezilla	Board Member

Harbor Springs Public Schools

Mission: ***Be Extraordinary***

Vision: ***Customizing educational experiences that lead to student success***

Core Values: ***Belonging, Generosity, Mastery, Independence***

Goal: ***Improve Transitions*** - as our students enter school; as they change grade levels and buildings, and as they graduate

To support the mission, vision, core values, and goal of the district, professional development will follow specified guiding principles.

Guiding Principles:

- To base professional development on needs identified through analysis of student data
- To improve student learning and achievement by promoting high quality classroom instruction
- To use professional development to provide staff with knowledge and information that is actionable and directly impacts student learning
- To promote opportunities and resources that support professional development activities initiated by an individual staff member or group of staff members
- To provide professional development that is on-going and sustained, that can be applied in the classroom
- To support an educator's professional responsibility to remain current in their field and assume a leadership role within their content area (s) and pedagogy
- To promote and support innovation, risk-taking, and experimentation which improves teaching and learning
- To incorporate technology as an integral part of the Harbor Springs Public School District
- To ensure that all teachers and paraprofessionals employed by the district are highly qualified
- To promote educational leadership among the administrative staff

Title II Part A—Teacher and Principal Quality

Harbor Springs Public Schools receive Title II, Part A funding for the purpose of professional development to increase the academic achievement of all students by helping schools and districts improve teacher and principal quality and ensure that all teachers are highly qualified.

Quality Professional Development

Research has shown educator quality to be the most important influence upon student achievement. High quality professional development is essential to increase educators' knowledge, skills, and beliefs. Professional development that is most effective in improving educator practice is results-oriented, data driven, and job embedded.

School Level Professional Development

School level professional development activities focus on individual school needs as identified by the administrator and faculty/staff. Teacher In-Service days are scheduled five times throughout the 2011-2012 school year. In addition, administrators schedule staff meetings after school hours.

The focus of such school-level professional development is as follows:

- To discuss curriculum and instructional needs/concerns
- Identify and discuss student failure-prevention strategies
- Share curriculum and instructional ideas
- Plan integrated activities between grades/subjects
- Discuss other relative issues as determined by the school administration

Comprehensive School Improvement Professional Development Planning

Analyze

Analyze student data and student learning and achievement goals

Identify

Identify research based strategies for teacher learning and development

Align

Identify results-driven professional development aligned with targeted learning

Implement

Design and implement professional development and evaluation

Support

Provide ongoing support for learning and implementation of new knowledge, skills,
and processes

Evaluate

Evaluate the impact of professional development of student achievement goals

Harbor Springs Public Schools Assessment / Data

Blackbird Elementary

DATA COLLECTED	SUBJECT / AREA	DATES
MLPP	English Language Arts	November/February/ May
Dolch	Reading	November/February/ May
DRA	Reading Comprehension	November/February/ May
Rebecca Sitton Spelling	Spelling	May
Writing Prompts/Samples	Writing	September/May
Trimester Assessments	Mathematics	November/February/ May
Student Information Data	Social, Emotional, and Cognitive	September-May
Analysis of Data	All Subjects and Student Information Data	September/November/ February/May
Parent/Teacher Conference	Communication	November/March
Attendance		June

Shay Elementary

DATA COLLECTED	SUBJECT / AREA	DATES
MEAP	Reading/Mathematics Grades 3-5	October
	Writing Grade 4	October
	Science Grade 5	October
NWEA	Math, Reading, Language Usage	May
Dolch	Reading	November/February/ May
DRA	Reading Comprehension	November/February/ May
Rebecca Sitton Spelling	Spelling	May
Writing Prompts/Samples	Writing	September/May
Trimester Assessments	Mathematics	November/February/ May
Student Information Data	Social, Emotional, and Cognitive	September-May
Analysis of Data	All Subjects and Student Information Data	September/November/ February/May
Parent/Teacher Conference	Communication	November/March
Attendance		June

Harbor Springs Public Schools

Middle School

Data Collected	Subject / Area	Dates
MEAP	Reading / Mathematics Grades 3-5	October
MEAP	Writing Grade 7	October
MEAP	Science Grade 8	October
ACT Explore	ELA, Mathematics, Science Grade 8	January
NWEA	Math, Reading, Language Usage Grades 6-8	May
Trimester Assessments	Core Subject Areas	November/February/May
Student Information Data	Social, Emotional, and Cognitive	September-May
Analysis of Data	All Subjects / Student Information Data	September/November/February/ May
Parent-Teacher Conferences	Communication	October, January
Attendance		June

High School

Data Collected	Subject / Area	Dates
MEAP	Social Studies Grade 9	October
MME	English, Math, Reading, Social Studies Grade 11	March
ACT and Work Keys	English, Math, Reading, Science Grade 11	March
NWEA	Math, Reading, Language Usage Grades 9 & 10	September / May
Trimester Assessments	Core Subject Areas	November/February/May
Student Information Data	Social, Emotional, and Cognitive	September-May
Analysis of Data	All Subjects / Student Information Data	September/November/February/ May
Parent-Teacher Conferences	Communication	October, January, March
Attendance		June
Drop Out Data		June

Parents Right to Know

In compliance with the requirement of the “No Child Left Behind” statute, the Harbor Springs Public School District informs parents that they may request the following information regarding the professional qualifications of their child’s teacher (s):

- whether a teacher has met state qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- whether a teacher is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived.
- the baccalaureate degree major of a teacher and any other graduate certification or degree held by the teacher, and the field of discipline of the certification or degree.

The request for information concerning a child’s teacher’s qualifications may be obtained by contacting the Personnel Office at 231-526-4545.

Harbor Springs Public Schools
Professional Development Feedback/Evaluation

Staff Member Name: _____ Date: _____

Professional Development Title: _____

Professional Goal: _____

From this PD I gained / learned:

I will implement:

Knowledge and/or information I will share and how will it be shared:

Impact on student achievement:

Further PD I would like to participate in / supporting goal:

Professional Development FY2011-2012

School Level PD	September 6, 2011
Annual Homeless Education Conference	September 26-28, 2011
Children's Rights are Human Rights	
AP English Language and Composition	October 18, 2011
Leaders in an Age of Rigor, Relevance and Reform	November 5, 2011
School Level PD	November 2, 2011
Char-Em Area Wide PD	
Michigan Joint Social Studies Conference "Working Together"	November 4-6, 2011
Leaders in an Age of Rigor, Relevance and Reform	November 5, 2011
Michigan Model for Health 7-12	November 9-10, 2011
AdvancED Michigan Fall Conference	November 8, 2011
School Level PD	December 2, 2011
School Level PD	January 3, 2012
School Level PD	March 2, 2012
Annual MSTA Conference	March 8-10, 2012
Pure Michigan Science	
MRA Annual Conference	March 9-11, 2012
Literacy in an Age of Rigor, Relevance and Reform	
<i>Subject to updates/revisions</i>	