

Report on Professional Development

Curriculum and Instruction & Professional Development

Maricela Mota
Daniel Nego
Mike Rich

Board of Education Meeting:
November 8, 2021



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Purpose of Presentation

- ▶ Provide an update on Professional Development (PD) opportunities for all staff
- ▶ Provide updates on Curriculum and Instruction & Professional Development (CIPD) expansion areas
- ▶ Next Steps



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



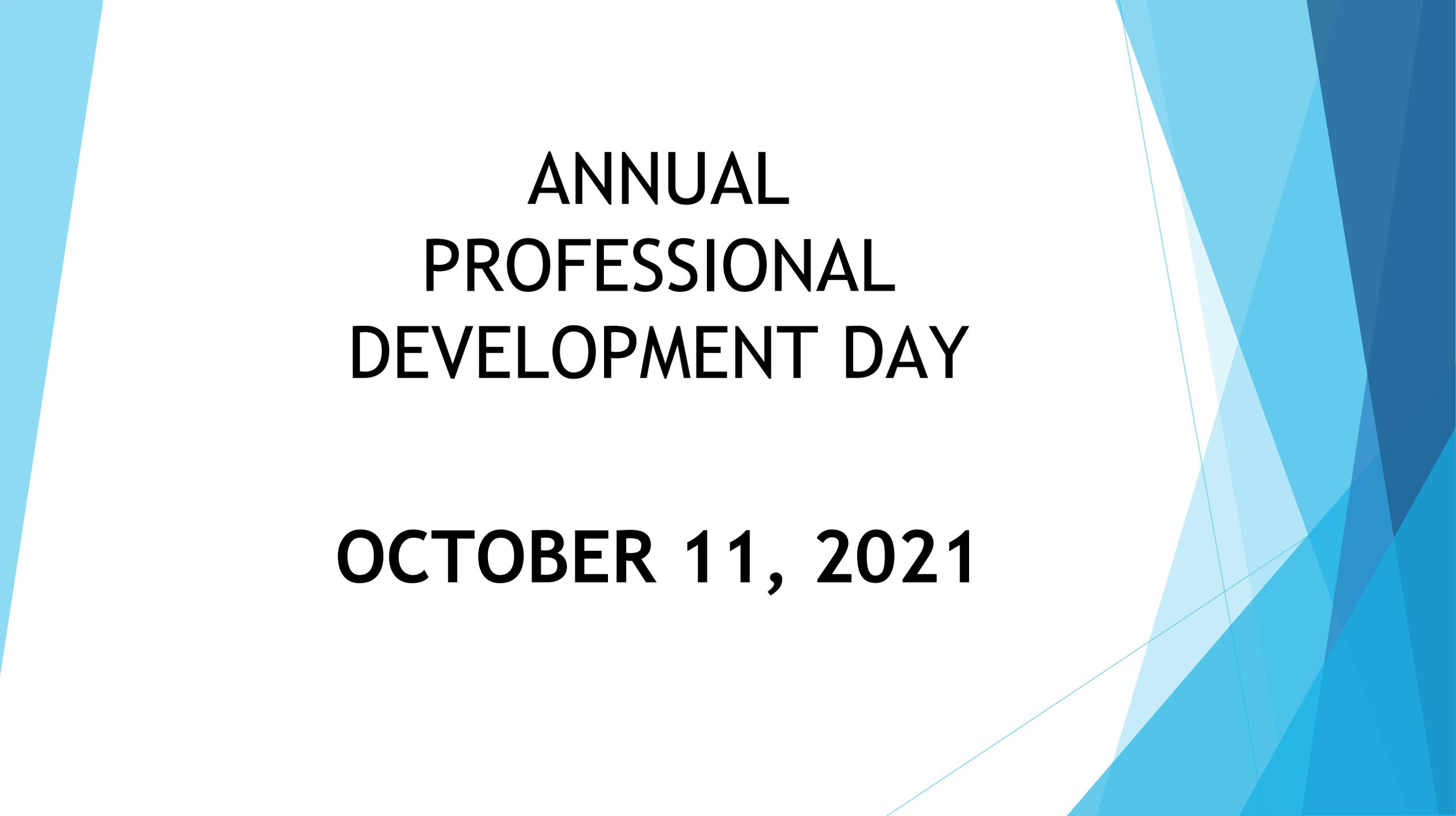
District Goal Alignment

- ▶ MCS Goal 2: Ensure all employees have access to high quality professional development.
- ▶ MCS Goal 5: Recruit, hire, train, and retain high quality staff.



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



The graphic features a white background with abstract blue geometric shapes on the left and right sides. The shapes consist of overlapping triangles and polygons in various shades of blue, from light to dark. The text is centered in a bold, black, sans-serif font.

**ANNUAL
PROFESSIONAL
DEVELOPMENT DAY**

OCTOBER 11, 2021

October 11 PD Day

- ▶ Certificated staff participated in collaborative teams to discuss **Contemporary Barriers to Student Success**
- ▶ **Classified** staff had the opportunity to participate in several PD offerings
- ▶ Certificated **substitutes** participated in optional PD focused on preparing them for the current classroom
- ▶ Afternoon sessions focused on how to support students when on **quarantine**



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Equity & Access Focus

Equity and Access PD

- ▶ All staff have access to all **19 Epoch self-paced courses** (this also includes taskforce members)
- ▶ **Epoch Mastery Cohorts** are a deeper dive into equity work, with all three bargaining groups
- ▶ Cohort of 67 teachers are working on action research regarding **equitable grading practices**
- ▶ Other opportunities: **Site equity** teams, principal/administration, **equity audit** training, community outreach



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Equity Courses (Epoch Catalogue)

- ▶ Contemporary Barriers to Student Success
- ▶ Remembering Historical Student Voices
- ▶ Understanding Impact of Brown vs. Board of Education
- ▶ Compassionate Dialogue
- ▶ Recognizing Non-ness and Marginalization
- ▶ The Impact of Microaggressions
- ▶ What is Implicit Bias
- ▶ How to Talk about Race
- ▶ Supporting Student Empowerment
- ▶ Cultivating Cultural Competency
- ▶ Debiasing our Thoughts and Actions



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Induction Programs

Purpose of Induction Programs

- ▶ Increase the retention rates of high-quality educators and administrators
- ▶ Support new teachers and administrators
- ▶ Train as a Destination District



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Teacher Induction Program & Interns

Induction Program

Teacher holds preliminary credential

- Goal Setting
- Self-Reflection
- Required PD

**Mentor
Pairing**

**“Just in
Time”
Support**

Intern Support

Teacher is working to attain preliminary credential

- Support from College/University Supervisor
- Simultaneously completing course work



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



New Teacher Statistics

New Teachers	2019-2020	2020-2021	2021-2022
Induction Candidates	94	86	100
Interns	18	31	48
Total New Teachers Supported	112	117	148 +32%
Mentors			
Induction Mentors	52	58	56
Intern Mentors	18	31	31



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Clear Administrative Services Credential (CASC) Induction Program

- ▶ MCS was accredited by California Commission for Teaching Credential (CCTC) in August
- ▶ MCS is the only accredited district in Stanislaus County
- ▶ MCS pays for the cost of obtaining the credential
- ▶ Leadership Coaches (mentors)



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



0.5% PD Initiatives (2) and Coaching

Mr. Mike Rich
Senior Director, Curriculum and Instruction
& Professional Development

0.5% PD Initiatives (2)

- ▶ Available to **Certificated and Management**
- ▶ Two different 0.5% opportunities to be eligible for a total of 1% incentive:
 - ▶ 3301 hours completed
 - ▶ **690 Employees** have participated to-date



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Coaching

- ▶ Original plan presented last year **adjusted** to account for substitute shortage
- ▶ TK-6 math **monthly coaching** focused on student learning and lesson design
- ▶ K-6 ELA coaching focused on **reading foundational and fluency skills as well as data analysis**
- ▶ 7-12 ELA and Math coaching focused on reviewing student data and **adjusting instruction**



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Classified Professional Development

Mr. Daniel Nego
Coordinator of Classified Professional Development

Classified Professional Development

10/11 PD Day - Classified staff PD sessions:

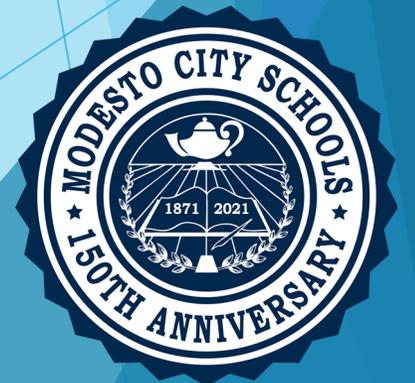
- ▶ 185 Classified staff attended

Course offerings:

- ▶ Communications 101: Behavioral Styles
- ▶ Communications 102: Active Listening
- ▶ Positive Behavior Intervention & Supports (PBIS) For All



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



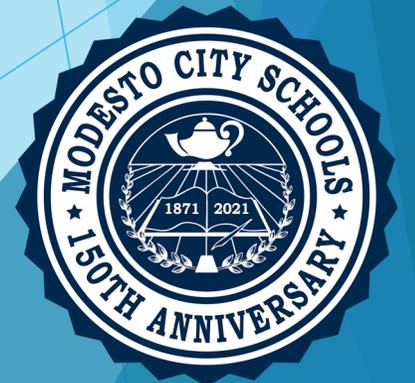
Classified Time-and-a-Half PD Initiative

Professional Development Hours as of 10/22:

- ▶ 241 Classified staff have completed
- ▶ Total of 750 hours
- ▶ Monthly New Hire Meetings Starting 11/30



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Professional Development: English Learners

Mrs. Maricela Mota
Director II English Learner Services

Sheltered Instruction Observation Protocol (SIOP)

- ▶ Research-based, instructional model that addresses the academic needs of English learners
- ▶ The protocol provides a framework for teachers as they **design and deliver lessons** that make **content comprehensible**
- ▶ **Current participations:** English Language Development (ELD), social science, science teachers



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS

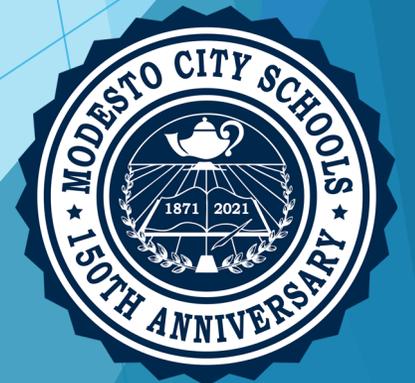


English Learner Development PD

- ▶ 2020-2021 Reclassification Criteria + English Language Proficiency Assessments for California (ELPAC) Scores
- ▶ ELPAC Task Types
- ▶ Review Summative ELPAC Schedule
- ▶ Summative ELPAC Rates
- ▶ 2022-2023 English Learner Information



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



English Learner Parent PD

- ▶ Enrollment
- ▶ Powerschool
- ▶ Schoology
- ▶ Rosetta Stone
- ▶ Why is my child an EL?
- ▶ What is ELPAC?
- ▶ What is Reclassification?
- ▶ Initial and Summative ELPAC
- ▶ ELPAC Matrix



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Next Steps

- ▶ Survey staff & use data to identify needs
- ▶ December PD Committees
- ▶ Monitor participation and needs of the 0.5% PD initiatives
- ▶ Continue coaching teachers on use of formative data
- ▶ Continue to offer our EL parents opportunities for educational growth



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



Questions



CELEBRATING 150 YEARS - 1871-2021
EVERY STUDENT MATTERS, EVERY MOMENT COUNTS

