

# 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



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# 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.



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# **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**



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# 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



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# 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



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# 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



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# 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

# 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



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# 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)



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# 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



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# 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**



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# 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



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# 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



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# 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



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# 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



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# 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



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# 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



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# Questions



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