

Professional Development Plan

2024 - 2025

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Hazelwood School District

Mission Statement

In a culture of high expectations and excellence, our students will become lifelong learners equipped with 21st Century skills for success as global citizens.

Core Value Statements

- High student achievement based on multiple measures as we prepare students to become global citizens.
- A diverse staff that is caring, culturally competent, well trained, and highly effective in their roles.
- Holding ourselves accountable for a culture of excellence with high standards in both academics and behavior.
- Maintaining fiscal responsibility of the district's assets and resources while utilizing best financial practices.
- A supportive learning environment that fosters healthy socio-emotional development for all students.
- Preparing students with global thinking and skills to make them productive in college, career, and life in the 21st century.
- Community involvement that drives high parental and community/stakeholder engagement, effective partnerships, and positive relationships with informative communication.

Goals

Goal 1 – Improve Student Achievement

Goal 2 – Differentiate and Expand Resources and Services for Students

Goal 3 – Enhance Professional Growth

Goal 4 – Maintain Fiscal Responsibility

Goal 5 – Increase Parent and Community Involvement

Introduction

The Hazelwood School District is committed to providing educators with the professional learning experiences that advance their ability to serve the needs of Hazelwood students. These professional learning experiences provide our educators with the knowledge and skills necessary to collaborate as a solution-oriented team, focus on and close learning gaps, support socioemotional needs, approach all challenges with growth mindsets, and equip our students to become lifelong learners with 21st-century skills for success as global citizens.¹

We will:

- Improve fidelity of the curriculum's implementation¹
- Provide high-quality training to staff on culturally proficient instruction and how to integrate culturally responsive activities and diverse resources.^{1, 2}
- Provide research and training on "the why" of culturally proficient instruction and its importance.²
- Provide teacher efficacy training to help teachers develop ownership of student learning.²
- Provide high-quality training to staff on exploring strategies for supporting and connecting with challenging students who may have a history of trauma²
- Provide training to teachers on strategies that promote classroom discussion and ensure every student's voice is heard.²
- Provide training to certified and non-certified staff on customer service, conflict mediation, and communicating with culturally diverse populations. Ensure training includes role-play and real-life scenarios.²
- Implement district-wide cultural competence training requirements, including acknowledgment of and responses to bias (both explicit and implicit).²
- Provide strategies for staff members to avoid unintentionally being complicit and silenced as referenced in the Statement of Solidarity.²
- Provide de-escalation processes for minimizing aggressive behaviors³
- Review of structural expectations³
- Provide Mindful Strategies³

Whenever possible, our professional learning opportunities will provide staff with both choice and differentiation opportunities. Educators will frequently be able to choose what offerings they are interested in participating in and sessions will be differentiated by grade level spans and/or the levels of understanding on the topic.

¹ Hazelwood School District Strategic Plan

² Diversity, Equity, and Inclusion Action Plan

³ Supervision Plan

Professional Development

2024-2025 School Year

Professional Development Schedule 2024-2025

The 2024-2025 school year will offer professional learning opportunities in each category within the framework. These offerings will be held during the summer and into the fall as the situation dictates. The Curriculum and Instruction Department, the District Professional Development Committee, and the District's Professional Development Department all share responsibility in developing and scheduling professional development opportunities for the certified staff.

**Back to School
Professional Development
8:30 - 3:30
(Certified Staff)**

School Level	Times	Tuesday, August 6, 2024	Wednesday, August 7, 2024	Thursday, August 8, 2024
Early Childhood	Morning 8:30 - 11:30	Welcome Back Building Professional Development (Building PD)	District Professional Development (Infinite Campus) (PD Choices)	District Professional Development (Infinite Campus) (PD Choices)
Elementary	Lunch 11:30 - 12:30			
Secondary	Afternoon 12:30 - 3:30			

**Back to School
Professional Development Days
8:30 - 3:30
(Certified Staff)**

School Level	Times	Monday, August 12, 2024	Tuesday, August 13, 2024	Wednesday, August 14, 2024	Thursday, August 15, 2024	Friday, August 16, 2024
Early Childhood	Morning 8:30 - 11:30	Teacher Work Day (8:30 - 3:30)	Convocation (8:30 - 11:30)	Teacher Work Day (8:30 - 3:30)	District Professional Development	Building Professional Development (8:30 - 3:30)
Elementary	Lunch 11:30 - 12:30		Building Professional Development (12:30 - 3:30)		District Professional Development	
Middle						
High						

***All levels will have the same schedule this year due to Infinite Campus training.**

**2024-2025 School Year
District Professional Development Days
(Certified Staff)**

School Level	Times	Friday, August 30, 2024	Friday, October 18, 2024	Tuesday, November 5, 2024	Friday, March 21, 2025
Early Childhood	Morning 8:30 - 11:30	District Professional Development (Infinite Campus) (PD Choices)	District Professional Development (Infinite Campus) 8:30 - 11:30	District Professional Development (Infinite Campus) (PD Choices)	District Professional Development (Infinite Campus) 8:30 - 11:30
Elementary	Lunch 11:30 - 12:30		Records 12:30 - 3:30		Records 12:30 - 3:30
Middle	Afternoon 12:30 - 3:30				
High					

***All levels will have the same schedule this year due to Infinite Campus training.**

**Professional Development Days
2024-2025 School Year
Early Dismissal Days**

Schools	Early Dismissal Days	Professional Development
All Levels	September 18, 2024	SLOs
	October 9, 2024	Dyslexia
	November 13, 2024	Building Professional Development
	January 15, 2025	Building Professional Development
	February 5, 2025	Building Professional Development
	March 5, 2025	Building Professional Development
	April 2, 2025	Building Professional Development

*SLO — Student Learning Objectives


*BPD — Building Professional Development

Green — Building's Responsibility

Blue — District's Responsibility

SUMMER INSTITUTES

A. Professional Development Summer Institute Summer Institute:  Summer Institute 2024

B. Teacher Designed Summer Institute Sessions: Summer Institute is Hazelwood's teacher-driven professional development opportunity. Teachers, either individually or in small groups, decide on a topic to explore that will build their instructional capacity. The learning opportunities align with school and/or district plans.  Summer Institute 2024

SUMMER ONBOARDING

A. Induction/Onboarding: Administrator Onboarding/Induction including new principals. The curriculum will encompass systems, technology, HR, legal, discipline, C&I, and other relevant topics. (July 16-18)

B. New Teacher Orientation Week (July 29- August 2): The week of orientation activities will encompass an introduction of the approved curriculum, classroom management, and an overview of Hazelwood School District's policies.


FALL

- A. Dyslexia Training: 2-hour yearly mandate, a yearly requirement by the state of Missouri. The district will differentiate professional development by utilizing various options based on educational roles, grade levels, or student/teacher needs.
- B. Professional Development and Curriculum and Instruction: Professional Learning for staff
- C. Continuation of Trauma-informed, De-Escalation, Restorative Practices (TDR).
- D. Building Professional Development: The 2024-2025 school year professional development opportunities will be driven by site-based needs. Each site will develop a professional development plan that is driven by the site's needs assessment and school improvement plan.
- E. Induction/Onboarding: Administrator Onboarding/Induction including new Principals and Assistant Principals has been scheduled. The curriculum will encompass systems, technology, HR, legal, discipline, C&I, and other relevant topics

SPRING

- A. Professional Development and Curriculum and Instruction: Professional Learning for staff
- B. Continuation of Trauma informed, De-Escalation, Restorative Practices (TDR).
- C. Building Professional Development: The 2024-2025 school year professional development opportunities will be driven by site-based needs. Each site will develop a professional development plan that is driven by the site's needs assessment and school improvement plan.
- D. Induction/Onboarding: Administrator Onboarding/Induction including new Principals and Assistant Principals has been scheduled. The curriculum will encompass systems, technology, HR, legal, discipline, C&I, and other relevant topics.

Hazelwood School District



"A Culture of High Expectations and Excellence!"