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**Introduction:**

The Professional Development (PD) Plan for the Ashland Public Schools is based on the feedback we have received from administrators and teachers about what is needed to improve teacher performance and student achievement. This plan is aligned with the Blueprint for Continuous Student Improvement and each School's Improvement Plan.

Our goal is to offer relevant and content based professional development to staff to allow for licensure renewal. These opportunities will allow for staff to make certain that their curriculum is vertically and horizontally aligned to:

- improve student achievement
- help to close achievement gaps and address the needs of all students
- address the social and emotional well being of all
- support teachers in meeting the needs of all students.

**Vision Statement:**

The vision of the Ashland Public Schools PD Plan is to offer all staff continuous professional development opportunities that will allow them to improve their instruction and increase student performance. This will be done in an engaging, motivating, and meaningful way to all staff.

**Mission Statement:**

The mission of the Ashland Public Schools PD Plan is to improve instruction and student performance by supporting professional development opportunities that are aligned to the Blueprint and meets the needs of teachers and students.

**The BluePrint**

The Blueprint for Continuous Student Improvement will serve as the foundation for this PD Plan. There are four Improvement Priorities and several Strategic Actions. Due to the fact that these strategic actions

change from year to year, the PD Plan will focus and align with the four Improvement Priorities. These areas are:

1. **Equity in Student Growth and Closing of Achievement Gaps:** We will improve student achievement for all students while closing the achievement gaps for our students of color, low-income status, ethnicity, English language learners and students with disabilities through targeted instruction and curriculum.
2. **Improvement of Student, Faculty and Staff Well-being:** We will ensure student success by supporting students, faculty, staff, and parents to develop strategies, skills, and tools necessary to maintain a healthy physical and mental well-being.
3. **Partnerships with Families and Community:** We will create a district environment based in collaboration, respect, and open lines of communication through partnerships with parents, businesses, and the entire Ashland community.
4. **Educator Excellence:** Well-trained, educated, skillful, and passionate educators are the core of our schools. We will support educators in their continual effort to improve instruction and student achievement through: targeted professional development; focusing on best practices, use of data, productive collaboration, and sensitivity to the needs of every student.

### **Phase 1: Vision**

The vision of the Ashland Public Schools PD Plan is to offer all staff continuous professional development opportunities that will allow them to improve their instruction and increase student performance. This will be done in an engaging, motivating, and meaningful way to all staff.

### **Step 1: Identify Professional Development Needs**

A survey was sent out to teachers on November 28, 2016 that was aligned with our Blueprint for staff to identify topic areas for upcoming professional development opportunities.

### **Step 2: Prioritize Needs**

Based on the survey, teachers identified the following top areas of interest under each Blueprint Priority Area:

1. Closing Achievement Gaps
  - a. Content and Subject Specific Professional Development
  - b. Guest Speakers
  - c. Vertical Team Meeting Time
  - d. Horizontal Team Meeting Time
  - e. Differentiating Instruction
  - f. Co-Teaching and Special Education
  - g. Working with ELL students and families

2. Improvement of Faculty, Student, and Staff Well Being

- a. Social and Emotional Issues that Students Face
- b. Dealing with Anxiety
- c. Mindfulness
- d. Guest Speaker
- e. Building Resilience with Students
- f. Programs that support staff well being

3. Partnerships with Families and the Community

- a. Engaging families and how to have effective meetings
- b. Best Practices for Family Communication

4. Educator Excellence

- a. Content Specific PD
- b. Working with High needs groups
- c. Best Practices

**Phase 2: Plan Development**

Through the survey, and the list above, teachers identified areas of interest to them that will help them improve instruction and student achievement. With these areas identified, they will need to be prioritized and rolled out over the next three years.

**Step 1: Design Program**

Each year there are approximately 5 days dedicated to professional development across the district. The length of these days vary from year to year. Professional development days will focus in on the four Blueprint Priority Areas and will incorporate the the requests of staff in each of the days. Focus areas will vary from year to year based upon the needs of students and the district. However, at the end of the 3 year plan each area will be touched upon at least once. The following matrix will be used to track activities to make certain that each of the areas are addressed at least once over the next three years.

**Equity in Student Growth and Closing of Achievement Gaps**

<b><u>Topic</u></b>	<b><u>Professional Development Activity</u></b>	<b><u>Date</u></b>
Content and Subject Specific Professional Development		

Guest Speakers		
Vertical Team Meeting Time		
Horizontal Team Meeting Time		
Differentiating Instruction		
Co-Teaching and Special Education		
Working with ELL students and families		

**Improvement of Student, Faculty and Staff Well-being**

<b><u>Topic</u></b>	<b><u>Professional Development Activity</u></b>	<b><u>Date</u></b>
Social and Emotional Issues that Students Face		
Dealing with Anxiety		
Mindfulness		
Guest Speakers		
Building resiliency with students		
Programming that supports staff well being		

**Partnerships with Families and Community**

<b><u>Topic</u></b>	<b><u>Professional Development Activity</u></b>	<b><u>Date</u></b>
Engaging families and how to have effective meetings		

Best Practices for Family Communication		
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**Educator Excellence**

<b><u>Topic</u></b>	<b><u>Professional Development Activity</u></b>	<b><u>Date</u></b>
Content Specific PD		
Working with High needs groups		
Best Practices		

**Step 2: Resources Needed**

The financial resources have been added to the budget to assist in putting together a plan that meets the needs of students, teachers, and the district.

**Step 3: Assessment**

At the conclusion of each of the PD day/sessions a survey will be sent out determine the quality of the professional development, relevance to teachers, how it will be implemented in the classroom, and the desired results the teacher intends to see. The results of the survey will be used to make adjustments for future professional development opportunities and formats in upcoming years.

**Phase 3: Implementation of PD Plan**

The Professional Development Plan will be assessed each year and modified based on the needs of the students, teachers, and the district. Each year, based off of these needs, PD will be planned to help address these needs. It is our hope that at the conclusion of the three years, teachers will have had exposure to meaningful professional development that helps them positively impact students and improve student performance.

