

## PROFESSIONAL DEVELOPMENT

The staff members at Greer Middle School are allowed to attend workshops and conferences based upon individual teacher's interests and needs. Last year, there were ten in-service days and many teachers used some of these to attend professional development workshops or conferences of their choice. Some teachers attended conferences on the weekends, and others went to district sponsored training on teacher workdays. Teachers who attended workshops and conferences were asked to present what they had learned during faculty meetings, at grade-level meetings, or at team meetings. This allowed all teachers at Greer Middle School to collaborate and share in professional development experiences.

One of our performance goals this year is to evaluate student achievement through MAP scores. Therefore, several professional development opportunities are designed to improve student achievement. Also, GMS has a new administrative team. So, some of the professional development opportunities was information about district and school expectations for staff to maximize success for teachers and students. Finally, other professional development opportunities at GMS include technology training, learning focus training, differentiated classroom instruction, best practices and on-going International Baccalaureate training

Our district provides staff members with on-line professional development information and opportunities. This allows teachers to access professional development information and sign up for workshops/classes that they need. In addition to district professional development opportunities, Greer Middle School has its own schedule of professional development opportunities for staff members. It is included in the chart on the next page.

In reviewing our attendance data at conferences and workshops it was concluded that:

- 100% of our staff attended some sort of technology training over the past year.
- The amount of professional development varied greatly between faculty members.
- Many of the faculty had professional developments that were district initiatives.
- The professional development offered at Greer Middle School was aligned with our School Improvement Plan, District Goals and/or School Goals.

## Greer Middle School Professional Development Calendar 2008-2009

<u>Time Line</u>	<u>Who Participates</u>	<u>Strategy/Action</u>
July- August	GMS Faculty and Principal Scott Rhymer	Individual meetings with Mr. Rhymer to reflect on last year and to share expectations for the coming year.
August 15	GMS Faculty	“Flex Time” Curriculum
August 15	GMS Faculty	IB Information
August 15	GMS Faculty	Teacher Websites and Lesson Planner
August 18	GMS Faculty	Class XP and IGPro
August 18	GMS Faculty	Classroom Management That Works!
August 20	8 <sup>th</sup> Grade Teachers	High School Registration and Course Offerings
August 27	GMS Faculty	TNT: (Mr. Rhymer speaks of GMS policies and procedures for the 2008-2009 school year)
August 27	GMS Faculty	District/School required after school training for all departments.
September 10	GMS Faculty	TNT: Teachers and SC’s Law
September 24	GMS Faculty	TNT: Effective Classroom Strategies
September 24	GMS Faculty	District/School required after school training for all departments.
September 29- October 2	GMS Academic Teachers	Individual meetings with Mr. Rhymer, grade level administrator, and instructional coach to reflect on PACT Data, Failure Rates and IG Pro Grades.
October 22	GMS Faculty	TNT: PAS-T Goals and Expectations
October 22	GMS Faculty	District/School required after school training for all departments.
November 5	GMS Faculty	TNT: MAP Data
November 19	GMS Faculty	TNT
November 19	GMS Faculty	District/School required after school training for all departments.
December	GMS Faculty	TNT -Technology Training offered on Promethean Boards
December 17	GMS Faculty	District/School required after school training for all departments.
January	GMS Faculty	TNT- IB Information
January 28	GMS Faculty	District/School required after school training for all departments.
February	GMS Faculty	TNT- MAP Test Preparation
February 25	GMS Faculty	District/School required after school training for all departments.
March 25	GMS Faculty	District/School required after school training for all

		departments.
March-April	GMS Faculty	MAP Test Results & Data Use
April 29	GMS Faculty	District/School required after school training for all departments.
May	GMS Faculty	PASS Test Training

## Impact

Professional development is planned to support teachers in enhancing their teaching practices so that we will see and increase student achievement at Greer Middle School. Currently 100% of our faculty has achieved “Highly Qualified” teacher status as defined by South Carolina and the No Child Left Behind Act. Also, 40.6% of our teachers received an advanced degree and 6% of our teachers have achieved National Board Certification. Several teachers attend our states’ middle school conference each year. Two years ago, four math teachers attended the national math conference in Atlanta. Some teachers have also traveled to Ottawa, Montreal, Boston, Charlotte, and other locations to attend IB conferences.

Teachers who participated in technology training (Compass Learning, Cognitive Tutor, Intel, Crazy Talk and Promethean Board for example) have learned methods to incorporate technology into their lessons and classroom activities. Learning focus training provides teachers with strategies that have been proven to increase student learning and student participation. Three specific strategies that teachers at Greer Middle School use weekly are essential questions, ticket out the door, and graphic organizers. Research indicates that these strategies improve student learning. Differentiated instruction was a focus last year for GMS’s professional development. This year we will continue to film teachers modeling differentiated instruction in their classrooms and then sharing the videos during bi-weekly TNT sessions (Teachers in Training). TNT sessions are also the venue where teachers can share best practices. As an International Baccalaureate school, teachers have collaborated to develop and implement interdisciplinary units with an emphasis on global connections. Each type of professional development that is being offered at our school is designed to help teachers keep students actively engaged and improve student learning and achievement.

## Summary of Progress

Greer Middle School is staffed with talented teachers who will strive to help our students learn and succeed. The professional developments provided by GMS and the Greenville County Schools are designed to expand on teaching strategies and enhance pedagogy of teachers. The staff has a clear understanding of Greer Middle School’s goals for the 2008-2009 school year. The vision, mission and goals support improving teaching practices, improving student achievement and ultimately improving GMS. Professional development opportunities were designed with Greer Middle School’s vision and teachers in mind. The assessment tool (see below) is used to provide the administrative team with feedback about professional development activities. It helps determine the value of the professional developments offered at GMS and allows the staff to evaluate the usefulness of the information presented. The “Professional Development Evaluation” is used to improve upon what professional

developments we offer each year. The professional development at GMS is intended to support our school's vision, mission and goals as well as being informative for the staff.

## PROFESSIONAL DEVELOPMENT EVALUATION

**Please answer the following questions by circling the number that corresponds with your feelings.**

1 - Strongly Disagree      2 - Disagree      3 - Neutral      4 - Agree      5 - Strongly Agree

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1) Today's training was informative.                        | 1 | 2 | 3 | 4 | 5 |
| 2) I understand the material presented in today's training. | 1 | 2 | 3 | 4 | 5 |
| 3) I will use what was presented in today's training.       | 1 | 2 | 3 | 4 | 5 |
| 4) Today's training started and ended on time.              | 1 | 2 | 3 | 4 | 5 |
| 5) The presenter was well prepared and knowledgeable.       | 1 | 2 | 3 | 4 | 5 |

**Please provide a short response for the following questions.**

- 6) What did you like best about today's training?
- 7) What did you like least about today's training?
- 8) What would you like to see for our next TNT training?