Tri-County
Regional Vocational Technical High School

Professional Development Plan
2019 - 2020
STATEMENT OF PHILOSOPHY & GOALS

The Professional Development Plan aligns with the School Improvement Plan and supports the School Mission Statement and Statement of Philosophy and Goals. The Professional Development Plan takes into consideration not only those opportunities to foster continued growth and learning within the academic environment but also opportunities to foster growth within the community.

The goals of the professional development plan are to ensure that all staff will be able to:

**Pedagogy**
A. Provide diverse instruction and assessment to meet the needs of students who demonstrate a wide range of skills, prior knowledge, and learning styles
B. Work within a team environment of faculty, staff, students, and parents to optimize student learning and achievement

**Classroom Management**
C. Effectively manage a safe and cooperative learning environment for students in the classroom and in the community

**Curriculum and Content**
D. Implement and evaluate a rigorous standards-based curriculum
E. Be proficient in their content area and maintain a high level of proficiency as the demands of that field change

**Technology**
F. Effectively utilize innovative technology

**Health and Safety**
G. Provide a physically and emotionally safe environment
PROFESSIONAL DEVELOPMENT OPPORTUNITIES
OVERVIEW

Tri-County offers a comprehensive program of learning opportunities designed to meet the needs of all professionals as well as support staff. Professional development points can be earned through:

- **Staff Development Days**
  - Listed on school calendar
  - Topics vary depending on the needs of the school and community
  - A schedule with specific information is emailed prior to each staff development day

- **In-House Workshops, Courses, and Activities**
  - Check emails and bulletin postings throughout the year

- **Out of District Activities**
  - Examples include conferences, seminars, workshops, and undergraduate/graduate courses

- **Study Groups**
  - Requires prior approval of Principal
  - See TC Faculty Website for detailed information

- **Licensed professionals may earn 10 or more hours of professional development per topic which includes an assessment that is reviewed and approved by the licensed professional's supervisor.**

Tuition reimbursement is available to all staff through the respective administrators’ contracts and Tri-County Teachers’ Association (TCTA) Agreement. Workshops, off-site conferences, and courses are available to all staff members based on need and available funds. Teachers who have obtained prior approval in writing from the Superintendent-Director will be eligible to receive reimbursement (TCTA Contract, Article XXV and Appendix A, Part I) for coursework in a degree granting program or in courses/seminars in the area of their trade or discipline.

PROFESSIONAL DEVELOPMENT FORMS

The following forms are available on the Tri-County Faculty Website:

- Conference Participation
- Conference Participation Evaluation
- IPDP (Individual Professional Development Plan)
- Licensure Renewal Reimbursement
- Request for Course Reimbursement
- Study Group Packet
- Workshop Evaluation

To access the Faculty Website:

1. Navigate to the “Faculty Links” page on the Tri-County website.
2. Click the link “Faculty Web Site.”
3. Type `te-net\lastname` the “User name” field, where “lastname” is your TC network user name, then enter your password.
4. Find the forms listed above by clicking on the “Acrobat Forms” tab.
**PEDAGOGY**

**GOAL A:** For all staff to provide diverse instruction and assessment to meet the needs of students who demonstrate a wide range of skills, prior knowledge, and learning styles

**GOAL B:** For all staff to work within a team environment of faculty, staff, students, and parents to optimize student learning and achievement

<table>
<thead>
<tr>
<th>GOAL</th>
<th>ACTIVITY</th>
<th>PROVIDER</th>
<th>PARTICIPANTS</th>
<th>FREQUENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Literacy Across the Curriculum</td>
<td>District</td>
<td>Faculty</td>
<td>Ongoing</td>
</tr>
<tr>
<td>A</td>
<td>SEL for Recertification Credit</td>
<td>District</td>
<td>Faculty</td>
<td>Ongoing</td>
</tr>
<tr>
<td>A, B</td>
<td>IEP Writing</td>
<td>District</td>
<td>Selected Faculty</td>
<td>Semi-annually</td>
</tr>
<tr>
<td>A</td>
<td>IT’s Learning</td>
<td>District</td>
<td>Faculty</td>
<td>Semi-annually</td>
</tr>
<tr>
<td>A, B</td>
<td>Autism Spectrum Disorder</td>
<td>Outside Provider</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>A, B</td>
<td>Using Data Teams and Formative Assessments to Impact Instruction</td>
<td>District</td>
<td>Faculty</td>
<td>Ongoing</td>
</tr>
<tr>
<td>A, B</td>
<td>Curriculum Instruction and Assessment</td>
<td>District</td>
<td>Faculty</td>
<td>Ongoing</td>
</tr>
<tr>
<td>A, B</td>
<td>Mentoring Program</td>
<td>District</td>
<td>1st &amp; 2nd year teachers</td>
<td>Ongoing</td>
</tr>
<tr>
<td>A, B</td>
<td>Differentiated Instruction</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>A, B</td>
<td>Special Education for Recert. Credit</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
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</tbody>
</table>

**CLASSROOM MANAGEMENT**

**GOAL C:** For all staff to effectively manage a cooperative and safe learning environment for students in the classroom and community

<table>
<thead>
<tr>
<th>GOAL</th>
<th>ACTIVITY</th>
<th>PROVIDER</th>
<th>PARTICIPANTS</th>
<th>FREQUENCY</th>
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</thead>
<tbody>
<tr>
<td>C</td>
<td>Mentoring Program</td>
<td>District</td>
<td>1st &amp; 2nd year teachers</td>
<td>Ongoing</td>
</tr>
<tr>
<td>C</td>
<td>Classroom Management System</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
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<tr>
<td>C</td>
<td>Functional Behavior Assessments and Behavior Supports Plans</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>C</td>
<td>DESE SEL Frameworks</td>
<td>Outside Provider</td>
<td>Faculty</td>
<td>Annually</td>
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CURRICULUM & CONTENT

**GOAL D:** For all staff to implement and evaluate a rigorous standards-based curriculum

**GOAL E:** For all staff to be proficient in their content area and maintain a high level of proficiency as the demands of that field change

<table>
<thead>
<tr>
<th>GOAL</th>
<th>ACTIVITY</th>
<th>PROVIDER</th>
<th>PARTICIPANTS</th>
<th>FREQUENCY</th>
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<tbody>
<tr>
<td>D</td>
<td>Senior Project Training</td>
<td>District</td>
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<td>D</td>
<td>IT’s Learning</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
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<td>D</td>
<td>Developing Common Assessments</td>
<td>District</td>
<td>Faculty</td>
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<td>D</td>
<td>Collins Writing</td>
<td>John Collins</td>
<td>Selected faculty</td>
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<td>D, E</td>
<td>Literacy Across the Curriculum</td>
<td>District, Outside providers</td>
<td>Faculty</td>
<td>Ongoing</td>
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<td>D, E</td>
<td>Graduate Course Work &amp; Undergraduate Course Work</td>
<td>Massachusetts Association of Vocational Administrators (MAVA), Norfolk County Teachers’ Association (NCTA), outside providers</td>
<td>Faculty</td>
<td>Ongoing</td>
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<tr>
<td>D, E</td>
<td>Mentoring Program</td>
<td>District</td>
<td>1st &amp; 2nd year teachers</td>
<td>Ongoing</td>
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<td>D, E</td>
<td>Understanding by Design</td>
<td>McTighe &amp; Associates Consulting, LLC</td>
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<td>D, E</td>
<td>Common Core Standards</td>
<td>District, Outside consultants</td>
<td>Faculty</td>
<td>Ongoing</td>
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<td>D</td>
<td>Advanced Placement Training</td>
<td>District, College Board</td>
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<td>D</td>
<td>Smart Goals</td>
<td>District</td>
<td>Faculty</td>
<td>Ongoing</td>
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## TECHNOLOGY

**Goal F:** For all staff to effectively utilize innovative technology

<table>
<thead>
<tr>
<th>Goal</th>
<th>Training</th>
<th>Provider</th>
<th>Participants</th>
<th>Frequency</th>
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<tbody>
<tr>
<td>F</td>
<td>ITS Learning</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>F</td>
<td>Google Docs</td>
<td>District</td>
<td>Faculty</td>
<td>Semi-annually</td>
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<td>F</td>
<td>SmartBoard</td>
<td>District</td>
<td>Faculty</td>
<td>Semi-annually</td>
</tr>
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<td>F</td>
<td><a href="http://www.turnitin.com">www.turnitin.com</a></td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>F</td>
<td>ChromeBooks</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>F</td>
<td>Naviance</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
</tbody>
</table>

## HEALTH & SAFETY

**Goal G:** For all staff to provide a physically and emotionally safe environment

<table>
<thead>
<tr>
<th>Goal</th>
<th>Activity</th>
<th>Provider</th>
<th>Participants</th>
<th>Frequency</th>
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</thead>
<tbody>
<tr>
<td>G</td>
<td>Adolescent Mental Health</td>
<td>District</td>
<td>Faculty</td>
<td>Annually</td>
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<td>G</td>
<td>Bullying and Harassment Prevention</td>
<td>Outside providers</td>
<td>Faculty</td>
<td>Annually</td>
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<tr>
<td>G</td>
<td>Drug Training</td>
<td>Franklin Police Department</td>
<td>Faculty</td>
<td>Annually</td>
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<tr>
<td>G</td>
<td>Employee Wellness Program</td>
<td>Tufts</td>
<td>Faculty</td>
<td>Ongoing</td>
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<td>G</td>
<td>Emergency Response Plan</td>
<td>District</td>
<td>Local law enforcement</td>
<td>Annually</td>
</tr>
<tr>
<td>G</td>
<td>First Aid/CPR</td>
<td>American Red Cross</td>
<td>Faculty</td>
<td>Semi-annually</td>
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<tr>
<td>G</td>
<td>OSHA: Train the trainer</td>
<td>Occupational Safety and Health Administration (OSHA)</td>
<td>Selected faculty</td>
<td>Five year cycle</td>
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<tr>
<td>G</td>
<td>Gender Identity</td>
<td>Outside Providers</td>
<td>Faculty</td>
<td>Annually</td>
</tr>
<tr>
<td>G</td>
<td>Head Injury/Concussion</td>
<td>Outside Providers</td>
<td>Coaches, nurses, and Health/PE</td>
<td>Annually</td>
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</table>
PDPs for Recertification

From the Massachusetts DOE “Guidelines for Massachusetts Educators” on Recertification:

“The Massachusetts Department of Elementary and Secondary Education has designed a recertification process that requires all educators to prepare an Individual Professional Development Plan for each five-year renewal cycle. The plan must be consistent with the educational needs of the school and/or district and enhance the ability of the educator to improve student learning.”
(http://www.doe.mass.edu/recert/2000guidelines/sect1.html)

“Recertification is achieved through the completion of eligible professional development programs and activities designed to support and increase student learning. Under the new regulations, educators will need to earn professional development points (PDPs) that are relevant and meaningful to their teaching or administrative duties. The goal is for educators within a school and district to work together so that the recertification process supports the attainment of educational goals for the individual, the school, and the district.”
(http://www.doe.mass.edu/recert/2000guidelines/letter.html)

If you are renewing a Professional level license prior to July 1, 2016, the following requirements* apply to your renewal of a Primary Area:
1. Individual professional development plans must include at least 150 PDPs for the designated Primary Area. At least 120 of the PDPs must be in the content area of the license or in pedagogy directly related to the educator's primary license, with at least 90 of these PDPs in the content area of the educator's primary license.

If you are renewing a Professional level license on/after July 1, 2016, the following requirements* apply to your renewal of a Primary Area:
1. Professional development activities shall be identified by the educator and supervisor during the development of, and review of, the Individual Professional Development Plan in order to better support student achievement. Individual Professional Development Plans must include at least 150 PDPs including:
   a. At least 15 PDPs related to SEI or English as a Second Language.
   b. At least 15 PDPs related to training in strategies for effective schooling for students with disabilities and instruction of students with diverse learning styles.
   c. At least 90 PDPs in the content area of the license or in pedagogy, with no less than 60 PDPs in or related to the content area of the educator's primary license.

*Regardless of when an educator is expected to renew their professional license, if employed the educator must obtain final approval of their Individual Professional Development Plan by their supervisor; the educator must have a minimum of 10 PDPs in a topic area in order to use the PDPs towards license renewal. Each additional license that an educator renews requires 30 PDPs in the content area of each license to be renewed.
ADMINISTRATION

Mr. Stephen Dockray  
Mr. Michael Procaccini  
Mr. Daniel Haynes  
Ms. Dana Walsh  
Ms. Melissa Beckmann  
Ms. Cathie Rebelo  
Mr. Matthew Silva  
Mr. Scott O’Brien  
Ms. Mary-Ellen MacLeod  
Mr. Mark LeBlanc  
Mr. John Martin  
Mr. Harry Takesian  

Superintendent-Director  
Principal  
Business Manager  
Director of Student Services  
Academic Coordinator  
Vocational Coordinator  
Asst. Principal, Dean of Students  
Head of Guidance  
Director of Cooperative Education  
Director of Technology  
Director of Special Education  
Director of Facilities

PROFESSIONAL DEVELOPMENT PLAN MEMBERS

Bob Allard  Laura Griffin  Suzanne O’Shea  
Scott Allen  Ann Marie Guanci  Peter Sabourin  
Rob Bruno  Emily Halloway  James Sullivan  
Shannon Foley  Donna McDonald  
David Grensavitch  Christine Moran

SCHOOL COMMITTEE MEMBERS

Chair: David Bento, Medfield  

Vice Chair: Brian Mushnick, Norfolk  
Paul Carbone, Franklin  
Kathy Gaudreau, Medway  
Patrick McMorran, N. Attleboro  
Steve Sullivan, Walpole  
Stanley Widak Jr., Plainville  

Secretary: Douglas Brown, Seekonk  
Jonathan Dowse, Sherborn  
Louis E. Hoegler, Walpole  
Gregory St. Lawrence, N. Attleboro  
Robert Vozzella, Franklin  
Michael F. Galasso, Wrentham