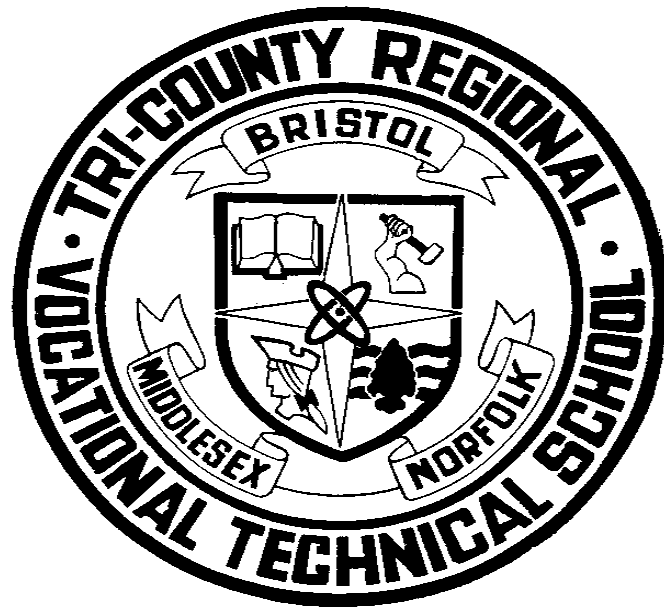


# Tri-County

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 **tc-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

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

# CLASSROOM MANAGEMENT

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

GOAL	ACTIVITY	PROVIDER	PARTICIPANTS	FREQUENCY
C	Mentoring Program	District	1 <sup>st</sup> & 2 <sup>nd</sup> year teachers	Ongoing
C	Classroom Management System	District	Faculty	Annually
C	Functional Behavior Assessments and Behavior Supports Plans	District	Faculty	Annually
C	DESE SEL Frameworks	Outside Provider	Faculty	Annually

# 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

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

# TECHNOLOGY

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

GOAL	TRAINING	PROVIDER	PARTICIPANTS	FREQUENCY
F	ITS Learning	District	Faculty	Annually
F	Google Docs	District	Faculty	Semi-annually
F	SmartBoard	District	Faculty	Semi-annually
F	www.turnitin.com	District	Faculty	Annually
F	ChromeBooks	District	Faculty	Annually
F	Naviance	District	Faculty	Annually

# HEALTH & SAFETY

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

GOAL	ACTIVITY	PROVIDER	PARTICIPANTS	FREQUENCY
G	Adolescent Mental Health	District	Faculty	Annually
G	Bullying and Harassment Prevention	District Outside providers	Faculty	Annually
G	Drug Training	Franklin Police Department	Faculty	Annually
G	Employee Wellness Program	Tufts	Faculty	Ongoing
G	Emergency Response Plan	District Local law enforcement	Faculty	Annually
G	First Aid/CPR	American Red Cross	Faculty	Semi-annually
G	OSHA: Train the trainer	Occupational Safety and Health Administration (OSHA)	Selected faculty	Five year cycle
G	Gender Identity	Outside Providers	Faculty	Annually
G	Head Injury/Concussion	Outside Providers	Coaches, nurses, and Health/PE	Annually

# 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	<i>Superintendent-Director</i>
Mr. Michael Procaccini	<i>Principal</i>
Mr. Daniel Haynes	<i>Business Manager</i>
Ms. Dana Walsh	<i>Director of Student Services</i>
Ms. Melissa Beckmann	<i>Academic Coordinator</i>
Ms. Cathie Rebelo	<i>Vocational Coordinator</i>
Mr. Matthew Silva	<i>Asst. Principal, Dean of Students</i>
Mr. Scott O'Brien	<i>Head of Guidance</i>
Ms. Mary-Ellen MacLeod	<i>Director of Cooperative Education</i>
Mr. Mark LeBlanc	<i>Director of Technology</i>
Mr. John Martin	<i>Director of Special Education</i>
Mr. Harry Takesian	<i>Director of Facilities</i>

## 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

<i>Vice Chair:</i> Brian Mushnick, Norfolk	<i>Secretary:</i> Douglas Brown, Seekonk
Paul Carbone, Franklin	Jonathan Dowse, Sherborn
Kathy Gaudreau, Medway	Louis E. Hoegler, Walpole
Patrick McMorran, N. Attleboro	Gregory St. Lawrence, N. Attleboro
Steve Sullivan, Walpole	Robert Vozzella, Franklin
Stanley Widak Jr., Plainville	Michael F. Galasso, Wrentham