

Teacher Communication Group Notes

Tina Smith, Director of Professional Learning, presented an update to participants about the strategic work goal that the Professional Learning Team is responsible for implementing, Individualize Professional Learning Opportunities:

- This goal takes so many people to accomplish, and it's something that requires dedication from people all across departments.
- Professional learning vision is "lifelong learners actively pursuing excellence."

There are 5 areas we are focusing on as we work on this goal:

1. Knowing what's available: One of the things that we have learned is that there are a lot of learning resources available that people do not always know about. We want to engage in strategic marketing of those opportunities so that people get the learning that they need. A few years ago, we started working on Team-focused modules to dig deeper on particular aspects of the TEAM rubric, but people weren't always aware of it. PL Surge is another way that we try to share stories and learning opportunities and people's paths.

2. Variety: one way we do that is through making content available. We offered 770 engage sessions this year. Part of our variety is content, but we also want to ensure variety in course format, like offering Micro-Credentials.

3. Instructional Technology: For the last few years, we had to be more reactive in our approach to providing coaching around instructional technology. We had to figure out how to help you reach students for a particular reason, help teachers learn new tools right on the spot, etc. This year, we are transitioning to some new coaching cycles that will be more proactive.

4. New Hires: We want to be sure that teachers are going to have the support they need so we can keep them. This year, we're going to launch our 3rd year of induction support.

5. Classified Staff Learning: We were able to offer several sessions for our classified staff. 523 classified employees were able to take learning this year at ENGAGE. Want to have learning on staff development days, and we also plan to include tiered opportunities for deeper learning.

There were no questions or comments at this time.

Emily Vaughn, Director of Teaching, Learning, and Innovation, delivered an update on the strategic work goal: Provide quality interventions to meet students' academic and behavioral needs.

- We have started doing a deep dive on this goal - it's simply written, and that's for a reason.

- For a long time, we had an SEL goal on the strategic work goal. That's not going away, but it is encompassed in this goal.
- When we think about meeting students' academic and behavioral needs, we're talking about Tier 1. When I think about this, I think about your classrooms, your focus on engaging with students every day.
- We are talking about intervention not as something separate, but as the thing that is happening at the first level of instruction.
- On September 19th, you will really see that begin to come out in our learning sessions. We are going to spend a lot of time digging into how we use data in our instruction, because we need to use that data to know how things are going in the classroom and make more plans
- We have also been spending a lot of time coordinating across teams to develop this goal

Questions:

There was a question in the chat about Tier 1 resources for students who are at-risk with severe behavior circumstances. Emily Vaughn shared information from the Behavior Toolbox. It has been expanded with behavior-specific tools, etc.

Dr. Impeatrice also addressed some of the resources that have been added through ESSER funding, such as adding 9 social workers to the district this year.

Jessica Harris, Elementary Level Director, shared an update with the group about best practices for bringing questions to the Teacher Advisory Group every month.

- Remember as you are collecting questions, if you receive a question that does not really pertain to the district as a whole (very specific to your school, a specific situation, etc.) please filter those through to your principal or work to address at the building level. If you need additional support, do not hesitate to reach out to us.

General Questions:

- Based on some of the feedback about the Beginning of the Year, Jessica Harris shared that there is an effort underway to track how long teachers are spending after school monitoring pick-up to determine whether there may be an appropriate way to supplement that extra time. They are working with principals to get a sense of where the biggest problem areas are.
- There was a question about what efforts continue to be underway to accommodate student growth and fully staff the schools. Emily Vaughn shared that the focus right now is still on hiring and that District leaders continue to focus on getting as many people into positions as we can based on new flexibilities around permits at the state level.
- Dr. Impeatrice shared that there are 47 new drivers in line to receive their certification to drive buses and hopes to see that come to fruition.