PRACTICE WHAT WE PREACH:
Professional Development for Personalized Learning
WHAT TEACHERS REALLY DO ON ‘PROFESSIONAL DEVELOPMENT DAY’

1. What my friends think I do
2. What my mom thinks I do
3. What my students’ parents think I do
4. What my students think I do
5. What I think I do
6. What I really do

Every night at 10pm ET
WHO WE ARE?

**Eastern Carver County Schools**
- Personalized Learning Transition
- Standards Based Learning and Grading
- Personalized Professional Development
- Focus Five

**Chaska Middle School East**
- Collaborative Leadership
- Leadership Transition
- 720 students in grades 6-8
- 60+ Staff Members
PD IN EASTERN CARVER COUNTY SCHOOLS

- **Professional Development**
  - Personalized Learning Cohort & Effective Practices Cohort
  - Empower Implementation

- **Personalized Learning**
  - Journey to define PL in the district
  - PL Star & Identifying the 5 Elements of PL
  - [wearepersonalizedlearning.org](http://wearepersonalizedlearning.org)

- **Standards Based**
  - District wide standards committee
  - PS/LT Template (k-12)
  - Course teams collaboratively created PS/LT
  - Focus on Assessment, Instruction & Feedback
**PD @ CHASKA MIDDLE SCHOOL EAST**

**PD Teaming Structure:**
- Middle School Professional Development Team
- East Focus Team
  - Decisions, Development, Discussion & Teacher Access to Agenda
- PD Oversight

**PD for All Teachers:**
- Workshop week
- 1 staff meeting/month
- 4 late starts
- 2 full PD days
- Professional Learning Communities
- Weekly
- Google Classroom

**Opportunities for PD:**
- Toolbox Tuesday
- Desserts and Dialogue
- Learning Walks
- Prep Time Training
- McREL
"The best PD is Toolbox Tuesdays because they were about a variety of topics and were nice, short experiences that left me with new ideas about teaching. I also liked being able to choose which professional development offerings I wanted to go to."

"I really like how all of the PD we have been working on is personalized to fit our needs. Even allowing us to create PLP for the last 2 hour late start."

"I appreciate that our PD is personalized - love that staff decide their PD focus area and then we’re given the freedom and time to pursue goals."

"Whenever we would break out into small groups at staff meetings and discuss how things worked in the school. It was a place to share my opinion as well as learn new perspectives from my colleagues."
HOW WE GOT TO WHERE WE ARE TODAY?

★ Model of collaboration
★ Teachers visit WI
★ Teaming

FOCUS ON COLLABORATIVE CULTURE

Groundwork with peer observations
How we got to where we are today?

<table>
<thead>
<tr>
<th># of Staff Who Led</th>
<th>15-16</th>
<th>16-17</th>
<th>17-18</th>
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<tr>
<td></td>
<td>30</td>
<td>49</td>
<td>50</td>
</tr>
</tbody>
</table>

“...led sessions in our building. I gained so many immediately applicable tools from various colleagues.”

Build Teacher Leader Capacity

Transition from admin led/information staff meetings to PD & teacher led

Bright SPots!

Staff Sharing

Teacher Talk

Please meet in your same group as last month.
How we got to where we are today?

Do you have any feedback or needs to share with the PD committee?

- I think that it would be great to do more differentiation. There were some sessions that were not as beneficial as others. Overall, great.
- Is there anyway we can “play” around with empower to get a better idea of how it works?
- Keep up the good work! Miss being part of the team!
- Loved the stations and work time!!!
- Not at this time
- None right now.
- Having coaches check in and circulate around groups is helpful
- How tall Jim Bach is
- Nice job scheduling purposeful activities

Listen
Use formative assessment and data to inform PD while modeling effective practices
HOW WE GOT TO WHERE WE ARE TODAY?

HAVE FUN TOGETHER

Games
Challenges
Ugly sweater
Turkey BINGO
Pokemon
Wellness
HOW WE GOT TO WHERE WE ARE TODAY?

GROWTH MINDSET & WILLINGNESS TO TAKE RISKS

“I tried this...rather than I am the expert”
Chaska Middle School

Ongoing, Personalized Professional Development to provide just-in-time support through monthly staff meetings, PLC meetings, Learning Walks, Toolbox Tuesday, Late Start in our building and full PD days with middle school colleagues.

Understanding and meeting the needs of each learner through iTeam, Student Concerns meetings, Advisory and meaningful relationships.

Engaging teachers and learners through technology integration and tools that support 21st century learning.

FOCUSED

On Developing 21st Century Learners and Leaders

Five Elements of the ECCS
- Personalized Learning Star
- Purposeful Learning
- Engagement with Learning Tools
- Collaborative Environment
- Learner Voice & Choice
- Purposeful Instruction, Assessment & Feedback

Collective Responsibility to meet our building goal of increasing MAP reading growth targets by 2% from Fall to Spring.

Sharing and collaborating to maximize each person's expertise and successes to grow together.

Deliverables aligned to the PL Star and Building Goals to guide our work.

@112CMSE CMSEPride
Standards Based Learning

Equity

What I Need (WIN)

Behaviors That Support Learning

Data Driven Instruction

Exceptional, Personalized Learning

©112CMSE  #CMSEPride

CME Focus Five: 2017-2018
Leveling up (level 1=pizza) in Mrs Gales 1st hour! #CMSEPride @GillianGale2
Superheroes!

<table>
<thead>
<tr>
<th>Character</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Detective Amazing (DM)</td>
<td>101</td>
</tr>
<tr>
<td>Glorious Extraordinary (KR)</td>
<td>91</td>
</tr>
<tr>
<td>Secret Agent Majestic (AWo)</td>
<td>88</td>
</tr>
<tr>
<td>Super Space Courageous (GG)</td>
<td>81</td>
</tr>
<tr>
<td>Dark Majestic (LD)</td>
<td>80</td>
</tr>
<tr>
<td>Major Kingly (LM)</td>
<td>75</td>
</tr>
<tr>
<td>Mega Majestic (RV)</td>
<td>73</td>
</tr>
<tr>
<td>Giant Majestic (JB)</td>
<td>67</td>
</tr>
<tr>
<td>Major Raging (AN)</td>
<td>67</td>
</tr>
<tr>
<td>Professor Magic Jovial (LexG)</td>
<td>64</td>
</tr>
</tbody>
</table>

Superhero Staff Celebration!!!

Congratulations - All CMSE Staff Have Successfully Completed Level 4
BUILDING WIDE LEARNING WALKS

Where we Started:

- Peer Pop In’s
- 1st year Learning Walk - teacher volunteers (walk & visit)
- 2nd year Learning Walk - teacher volunteers (walk without having visitors)

16-17, 17-18 School Year:

- New Teacher Learning Walk *(PL reflection tool)*
- Building Wide Learning Walk
- Inner/Outer Circle reflection at that day’s staff meeting
- Pineapple PD
  - Door Signs
  - I See, We Saw
## Toolbox Tuesday

<table>
<thead>
<tr>
<th>Dates</th>
<th>Topic</th>
<th>Facilitator</th>
<th>Brainstorm of Ideas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, September 21</td>
<td>Here to Help You!</td>
<td>Amy, Laura T, Andrew K, Kelsey H, Nayely, Marla J</td>
<td>Lets us know ideas you want</td>
</tr>
<tr>
<td>3:40 - 4:10</td>
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<tr>
<td>Thursday, October 5</td>
<td>Empower Support - for those that want to understand how to read/use to work with students</td>
<td>Andrew K</td>
<td>What would you like to see for 17-18 Toolbox</td>
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<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Thursday, October 26</td>
<td>Kami &amp; Flipity</td>
<td>Emily</td>
<td>Linda - Makerspace</td>
</tr>
<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
<td>Mental Health in Schools</td>
</tr>
<tr>
<td>Thursday, November 9</td>
<td>Digital Literacy</td>
<td>Andrew K</td>
<td>Elementary Teacher panel</td>
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<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday, November 30</td>
<td>Yoga Calm</td>
<td>Jenny</td>
<td>Jenny - Girls group?</td>
</tr>
<tr>
<td>3:40 - 4:10</td>
<td></td>
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<tr>
<td>Thursday, December 14</td>
<td>Chasiska Rocks</td>
<td></td>
<td>EL</td>
</tr>
<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
<td>Equity</td>
</tr>
<tr>
<td>Thursday, January 18</td>
<td>Quizzes with Google Forms</td>
<td>Andrew</td>
<td>Brain-Based Strategies - Susan</td>
</tr>
<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
<td>Introverted Learner</td>
</tr>
<tr>
<td>Thursday, April 12</td>
<td>Makerspace</td>
<td>Linda</td>
<td></td>
</tr>
<tr>
<td>3:40 - 4:10</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Thursday, April 26</td>
<td>Spring in a Middle School is Bliss! (Men)</td>
<td>Heather</td>
<td></td>
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<tr>
<td>3:40 - 4:10</td>
<td></td>
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<tr>
<td>Thursday, May 24</td>
<td>Yard Games - Tournament</td>
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**STAFF MEETINGS & WORKSHOP WEEK**

- Family Feud - PL Language
- Brightspot sharing
- Kahoot
- Leveling Up
- Salad Bowl - educational jargon
- Teacher Talk
- December - giving back
- HD judging
- Gift of Time
- Flex time sharing
- Years of service recognition
- Teambuilding
- WIN sharing
- Standards Smackdown
- Pineapple PD
- Learning Walk Reflection
LATE STARTS

- LA teachers use RA strategies with each department content
- Model flex scheduler while having opportunities that met needs from survey
- Outside Mental Health speaker

- Self reflection - PL session aligned to area for growth (offered again at next LS)
- PLC We video & Flip Grid film festival
- PLP’s
- Teacher WIN
FULL PD DAYS (MIDDLE SCHOOL WIDE)

FALL
- Grab and Go Breakfast w/ Posterboard sessions around the common
- Department collaboration
- Teacher led sessions
  - Aligned to focus areas

SPRING
- EdCamp
- Recharge and reflect
- Mental Health - choice sessions
- Heart & Soul
- Department collaboration
Informing the Wider Community

- Twitter #CMSEPD
- East Points
- Presenting to PTO
- School visits - outside schools, school board members
Survey Says... (2015-2016)

2015-2016 Staff End of the Year PD Assessment
East Focus Team will meet before school next year (day TBD but most likely Monday or Thursday) and some of the team members will be rotating. Would you be interested in being on EFT?

38 responses

Did you attend any Toolbox Tuesday’s this year?

- 65.8%: No
- 23.7%: No
- 10.5%: Yes
- 1.3%: Yes, probably between 1-5
- 21.1%: More than 5
- 18.4%: Almost all of them
- 13.2%: No, none
I have a caring and trusting colleague at CMSE that I could go to this year if or when I needed something.

WIN time has given me (the teacher) opportunities to work with learners who needed additional prevention, intervention, enrichment and/or extension.

Surveys and charts showing percentage of responses.
WHERE WE ARE GOING NEXT?

- Use staff feedback from 17-18 to drive 18-19 PD
- Modify Power Standards for PD aligned to our Focus 5 areas
  - Remain focused - consistently revisit
- Engaging “hesitant” and new staff members
  - Scheduling
  - Leadership opportunities
  - 2 year rotation on EFT
- Continue to personalize PD (district level)
- Maintain focus on collaborative culture
Questions, comments?