

Lavina School District Professional Development Plan

Introduction

Lavina School District is committed to fostering a culture of continuous improvement where educators are equipped to deliver high-quality education aligned with district goals and state standards. This professional development plan adheres to ARM 10.55.714(1) (a-n) and reflects the collaborative efforts of an advisory committee composed primarily of teachers. It outlines initiatives addressing safety, mental health, curriculum alignment, instructional practices, and long-term growth to ensure measurable improvements in student success and educator effectiveness.

This plan integrates extensive data, including teacher and parent surveys, MAPS and ACT scores, ongoing evaluations of program impact, and the benefits of partnering with the Montana Association for Curriculum and Education (MTACE). These resources ensure the plan is evidence-based and responsive to the district's needs.

Section 1: Incorporating MTACE Resources and Opportunities

Lavina School District actively leverages services and opportunities provided by the Montana Association for Curriculum and Education (MTACE) to enhance professional development and meet district goals.

- **Professional Development Opportunities:** MTACE workshops and training sessions provide cost-effective, high-quality development in curriculum alignment, assessment strategies, and innovative instructional practices. These programs are central to the district's approach to improving teacher effectiveness.
- **Mentorship Programs:** Through MTACE's Montana Statewide Mentor Program (MSMP), new teachers receive individualized, non-evaluative mentoring tailored to their specific classroom needs. This support is critical in fostering effective classroom practices and professional growth.
- **Curriculum Revision Cycle:** Lavina's ongoing work with MTACE helps drive a five-year curriculum revision cycle, ensuring alignment with current state and national standards.
- **Access to Educational Resources:** MTACE provides an extensive database of standards-based teaching materials, proficiency scales, and year-long context maps. These resources are actively used to support instructional planning and delivery.

- **Collaborative Networks:** MTACE connects Lavina educators with regional collaborative networks and professional learning communities, offering opportunities to share best practices and strengthen teaching outcomes.

By utilizing MTACE resources, Lavina School District ensures its educators remain at the forefront of educational innovation while aligning professional development with district priorities.

Section 2: Addressing Safety, Well-being, and Mental Health

Lavina School District places a high priority on creating a safe and supportive environment for both students and staff. Survey feedback and needs assessments guide initiatives in this area.

- **ALICE Active Shooter Training:** Training sessions were initiated in Fall 2023 to equip staff with strategies to respond effectively to emergencies, fostering a secure learning environment.
- **Mental Health Awareness Workshops:** Workshops conducted during the 2023-2024 school year included sessions on identifying signs of stress, trauma-informed teaching practices, and self-care strategies. Spring 2024 survey data showed that 65% of respondents cited safety and well-being as priorities.
- **Ruby Payne's ACE Training:** Implemented in Fall 2023, this program addresses the challenges faced by economically disadvantaged students, who comprise over 50% of the district's enrollment (Lavina Needs Assessment).

These initiatives prioritize emotional and physical safety, directly addressing community concerns and fostering a culture of care.

Section 3: Focus on Teachers and the School Community

Recognizing that teachers are central to student learning, this plan ensures professional development benefits all members of the school community.

Comprehensive Inclusion

- Training opportunities for paraprofessionals, counselors, and administrators are integrated into the plan to ensure a cohesive approach to education.
- Participation in MTACE symposiums in Spring 2024 facilitated collaboration among educators across disciplines and grade levels.

Teacher Survey Insights

- A 2023 survey indicated 42.86% dissatisfaction with curriculum alignment, leading to targeted sessions on vertical alignment and cross-grade collaboration in November 2023.
 - Over 70% of respondents reported a desire for enhanced collaboration opportunities, prompting the establishment of bi-weekly peer coaching sessions.
 - Teachers highlighted a need for more reliable technology, with 78.57% indicating this area as a priority.
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Section 4: Individual, Collegial, and Organizational Growth

The district emphasizes professional reflection, collaboration, and growth at all levels.

- **Reflective Practice Meetings:** Monthly meetings, initiated in October 2023, provide structured opportunities for educators to assess their teaching strategies and student outcomes. Participation rates exceeded 90%.
 - **Peer Coaching Initiatives:** Bi-weekly coaching sessions, initiated in December 2023, enable teachers to share strategies and collaborate on improving instructional practices. Fall 2024 data revealed a 70% increase in teacher-reported confidence.
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Section 5: Research-Based Models and Effective Practices

Professional development integrates evidence-based practices and the latest research in education.

- **Evidence-Based Workshops:** Trainings during Summer 2024 included SEL strategies, formative assessment techniques, and differentiated instruction based on national best practices.
- **Data Utilization:** Workshops on analyzing MAPS and ACT data were conducted in January 2024, providing educators with tools to refine instructional approaches.
 - **MAPS Performance:** Spring 2024 benchmarks revealed 54% of students in grades 3-8 achieved proficiency in reading, with an 8% increase from

Fall 2023. Math proficiency for grades 3-8 was 55%, reflecting a 6% improvement.

- **ACT Performance:** The 2023 ACT composite score for Lavina juniors averaged 18, with strengths in English (20) and challenges in Math (17) and Science (16). Writing scores averaged 7, meeting basic proficiency.

Section 6: Technology and High-Standards Teaching

To meet the demands of modern education, the district prioritizes technology integration and rigorous teaching standards.

- **Technology Integration Training:** Sessions on tools like Google Classroom and adaptive learning software began in Summer 2023. By December 2024, 78% of teachers reported greater confidence in using technology effectively.
- **Subject-Specific Training:** Content-focused sessions help educators deepen their expertise in core subjects, ensuring alignment with state and national standards.

Section 7: Ongoing, Sustained, and Collaborative Planning

Professional development initiatives are sustained and collaborative, fostering continuous improvement.

Collaborative Planning

- An advisory committee, established in Fall 2023, oversees the development and evaluation of the plan.
- PLCs and interdisciplinary planning sessions ensure broad input and shared ownership of professional growth goals.

Job-Embedded Learning

- Monthly PLC meetings provide opportunities for collaboration on lesson planning, data analysis, and instructional strategies.
- Coaching and mentoring programs offer real-time support and feedback, embedding professional development into daily practice.

Section 8: Coherent Long-Term Planning and Evaluation

The district's professional development plan is part of a coherent, long-term strategy.

- **Vision for Growth:** Initiatives are tied to the district's Strategic Action Plan for 2024-2027, ensuring alignment with educational priorities and sustainability.
- **Evaluation Metrics:** Annual assessments measure the impact of professional development on teacher effectiveness and student achievement. For example, Winter 2023 MAP data revealed a 10% improvement in reading proficiency district-wide.

Implementation Timeline

2023-2024

- **November 2023:** ALICE training sessions initiated.
- **December 2023:** Reflective practice meetings and peer coaching sessions launched.
- **January 2024:** Data-driven instruction workshops conducted.
- **Spring 2024:** Vertical alignment and MTSS workshops held.

Summer 2024

- STEM workshops and differentiated instruction training prepared staff for the 2024-2025 academic year.

2024-2025

- Monthly PLC meetings and bi-weekly peer coaching sessions are ongoing.
- Advanced workshops on SEL and formative assessments scheduled for Winter 2025.

Section 9: Lavina Advisory Council

The Lavina Advisory Council is a collaborative body composed of the MTSS (Multi-Tiered Systems of Support) team and all teaching staff at Lavina School. This structure ensures that professional development is informed by diverse perspectives and aligned with schoolwide goals. The council is responsible for developing the annual professional development plan, using student data, staff feedback, and instructional priorities to guide decision-making.

The MTSS team meets monthly to review evidence-based practices and discuss strategies that support student achievement and staff growth. These discussions are then shared with the broader staff, promoting a consistent and informed approach to professional learning across grade levels and departments.

The MTSS team includes the following representatives:

- Lynsey Heiken, Chair and Elementary Representative
- Kayla Maki, Special Education Representative
- Kelli Schwehr, Counselor and Teacher Representative
- Susan Hayes, High School Representative
- Nicole Hanson, School Administrator

Together, this team fosters a culture of continuous improvement by ensuring that professional development efforts are purposeful, collaborative, and responsive to student needs.

Conclusion

Lavina School District's Professional Development Plan provides a comprehensive and actionable framework to enhance educator effectiveness and student success. By integrating MTACE resources, data-driven strategies, research-based practices, and continuous evaluation, the district ensures its educators are equipped to meet the evolving needs of modern education while fostering a supportive and innovative learning environment.