

Early Releases 2014-2015

There are 31 Early Releases designated on the 2014-2015 school calendar. Professional Development during Early Releases will be built by teams within the elements described below:

- **Professional Development Cycle** (4-5 cycles of 4-5 weeks each = 20 sessions)
A strong cycle of professional development includes deep understanding of effective practices, implementation of best practices with the support of colleagues, reflection, and fine-tuning. The work is meant to be collaborative, research-based and educational for the educators and the students alike.
- **Professional Practice Showcases** (2 sessions)
Three early releases will be designated for schools to showcase their work around effective practices. Each session will be organized by cluster schools and guided by principals and transformation team. Teachers will have the opportunity to choose from options that are meaningful and relevant to them.
- **Specific Trainings, designed to meet the needs of the TEVAL, CAP/SIP, RTI and Student Services** (9 sessions)
Comprehensive Achievement Plans, School Improvement Plans and the Teacher Evaluation System require continued work on the part of teachers and principals across the district.

Professional Development Cycle

~4 week cycles (Transformation teams may build cycles of longer or shorter duration, depending on depth of need, complexity of focus, or in response to staff implementation. Communication regarding cycles with AU to ensure revision is thoughtful is required.)

For each cycle, school transformation team chooses an effective practice in a focus area tied to CAP/SIP, GLAD/Sheltering Element, or District Initiative (Math, Reading, Sheltering, RTI). Practice must yield measureable student outcomes.

Week 1: Effective Practice Professional Development:

- Information Burst, Direct Instruction on Focus, Agreements* Reached
- Observation guide built to be completed and turned in with measureable outcome data at the end of the cycle as an accountability measure

Week 2: Effective Implementation:

- Exploration of focus area by PLC + coaching

Week 3: Effective Implementation – PLC Options:

- PLC Team meeting on established priority

- PLC Team meets with principals
- Specialists go to specialist meetings (Includes Title, ELD, Sped, Counselors, PE and Music. Cross-district collaboration needed – dates to be set & followed)
- Cross grade/vertical PLC

Week 4: Reflection:

Revisit topic, deepen understandings, share out about PLC work, ask and answer questions, share, develop observation guide to monitor deeper implementation, establish next steps and agreements (team members and principals can then hold teachers accountable for agreements, and can use observation guide for maintenance)

* Agreement = Based on the information and instruction on the focus, the staff comes to agreement on an action or behavior to implement and share out/reflect upon at the end of the cycle. For example, if the focus is writing outcomes, then agreement is that whole school agrees to post student writing in the hall. Conversation about the agreement, leaving the meeting knowing you need to do something together is powerful and good for adult learning.

Professional Practice Showcases

When: March 4, May 20

Who: Each Cluster School chooses 1 – 2 classrooms/practices/teachers to highlight

How: Principals work with teams to determine focus (use workshop form)

Why: To deepen understandings, empower teachers as experts, cross pollinate

When: workshops of 30 min. sessions or 75 min sessions. Teachers choose to go to 2 if that works.

Outcome: Personal reflection by each teacher – including an action plan. Informed by goals set on TEVAL teacher keeps focus on personal growth.

A menu will be provided and teachers will sign up for sessions to attend. These will be designed to deepen understandings, empower teachers as experts, cross pollinate practices working.

Specific Trainings, designed to meet the needs of the TEVAL, CAP/SIP

- 1) Set norms and agreements for transformation team work throughout the year.
Build an effective team.
- 2) Response to Intervention
- 3) Student Services
- 4) Student Services
- 5) Response to Intervention
- 6) Mid-year reflection on TEVAL goals and work to be done
- 7) Work on CAP/SIP
- 8) Work on CAP/SIP

Firm/Unified Dates:

Effective Implementation – PLC Options (to enable specialist meetings)

October 22

December 3

January 28

March 11

April 29

Professional Practice Showcases

March 4

May 20

Sample Early Release Calendar

October 1st: Set norms and agreements for transformation team work throughout the year. Build/lay expectations for an effective team.

Cycle 1:

Oct 8th, 15th, 22nd, 29th

November 4th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

Cycle 2:

Nov 19th, 26th, Dec 3rd, 10th

December 17th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

January 7th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

Cycle 3:

Jan 14th, 21st, 28th, Feb 4th

February 11th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

Cycle 4:

Feb 18th, 25th, Mar 11th, Mar 18th

March 4th: Professional Practice Showcase #1

April 1st: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

Cycle 5:

April 8th, 22nd, 29th, May 6th

May 13th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

May 20th: Professional Practice Showcase #2 – GLAD Conference 1:30 – 6PM

May 27th: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED

June 3rd: Specific Training, designed to meet the needs of the TEVAL, CAP/SIP, or SPED