

2010 FCPS Working Conditions Survey Individual Item Prompts Professional Development Construct

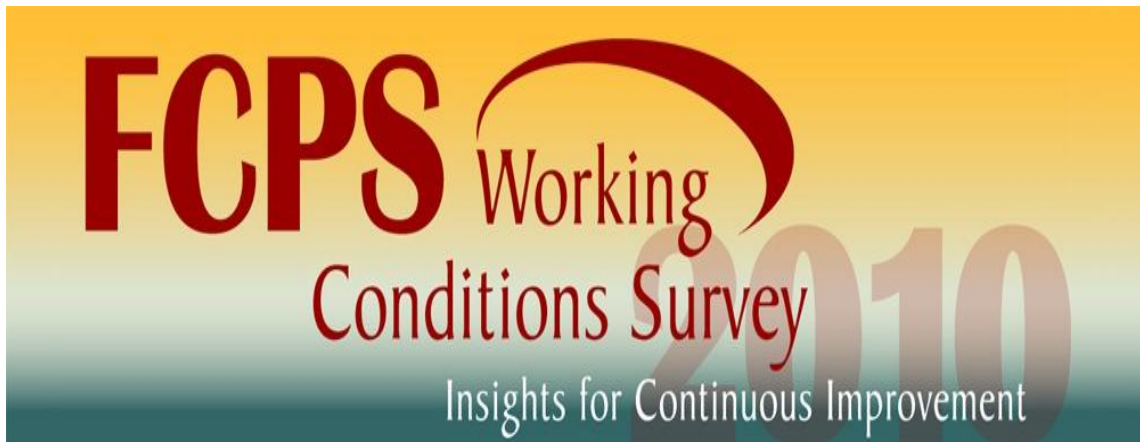


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Professional Development 8.1A-F

In today's competitive world, students need to be taught skills that will make them successful in the 21st Century. To provide this level and quality of education, teachers need continuous staff development and training to stay current in technology, and best practices in pedagogy. Please take the time to examine the survey results using the following 2 pages to guide your work. Use the prompts below to engage in discussion around the staff development at your school. Items in this survey were designed to assess the degree to which the professional development at your school meets/does not meet the district's standards.

What about the professional development at your school is working?

What about the professional development at your school is not working?

What would be ideal professional development conditions? professional development content? professional development delivery?

Are there resources/teachers that could be utilized differently to enhance your staff development?

Can professional development be differentiated to meet the different needs of teachers?

Is professional development optional? Should it be? Do teachers have input on what professional development they are receiving?

Professional Development Items 8.1A-F Worksheet

Survey Item

% Agree

Neither Disagree nor Agree

% Disagree

Overall, how did your school compare to the District?

Additional Notes

Q8.1A: Sufficient resources are available to allow teachers to take advantage of professional development activities.



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Above	Similar	Below
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Q8.1B: Professional development provides teachers with the knowledge and skills most needed to teach effectively.



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Q8.1C: Teachers are provided opportunities to learn from one another.



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Q8.1D: Adequate time is provided for professional development.



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Q8.1E: Enhancing teacher knowledge and skills receives priority as a strategy to improve student achievement.



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Q8.1F: Selection of professional development offerings are based on available data.



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Above	Similar	Below
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Professional Development Factor Prompts

In which of the following areas (if any) do you need professional development to teach your students more effectively?

In which of the following areas (if any) do TEACHERS need professional development to teach students more effectively?

	<u>SCORE</u>	<u>INTEREST</u>	<u>AREA</u>	<u>INTEREST</u>	<u>SCORE</u>
8.2A 8.3A	<input type="text"/>	<input type="checkbox"/>	Special Education (students with disabilities)	<input type="checkbox"/>	<input type="text"/>
8.2B 8.3B	<input type="text"/>	<input type="checkbox"/>	Academically Gifted Students	<input type="checkbox"/>	<input type="text"/>
8.2C 8.3C	<input type="text"/>	<input type="checkbox"/>	LEP	<input type="checkbox"/>	<input type="text"/>
8.2D 8.3D	<input type="text"/>	<input type="checkbox"/>	Closing the Achievement Gap	<input type="checkbox"/>	<input type="text"/>
8.2E 8.3E	<input type="text"/>	<input type="checkbox"/>	Their Content Areas	<input type="checkbox"/>	<input type="text"/>
8.2F 8.3F	<input type="text"/>	<input type="checkbox"/>	Methods of Teaching	<input type="checkbox"/>	<input type="text"/>
8.2G 8.3G	<input type="text"/>	<input type="checkbox"/>	Student Assessment	<input type="checkbox"/>	<input type="text"/>
8.2H 8.3H	<input type="text"/>	<input type="checkbox"/>	Classroom Management Techniques	<input type="checkbox"/>	<input type="text"/>

*the higher the score, the higher the number of teachers that need PD in this area

Professional Development Factor Prompts

In which of the following areas (if any) do you need professional development to teach your students more effectively?

In which of the following areas (if any) do TEACHERS need professional development to teach students more effectively?

	<u>SCORE</u>	<u>INTEREST</u>	<u>AREA</u>	<u>INTEREST</u>	<u>SCORE</u>
8.2I 8.3I	<input type="text"/>	<input type="checkbox"/>	Reading Strategies	<input type="checkbox"/>	<input type="text"/>
8.2J 8.3J	<input type="text"/>	<input type="checkbox"/>	Leadership Skills	<input type="checkbox"/>	<input type="text"/>
8.2K 8.3K	<input type="text"/>	<input type="checkbox"/>	Using Data For Decision Making	<input type="checkbox"/>	<input type="text"/>
8.2L 8.3L	<input type="text"/>	<input type="checkbox"/>	Continuous Improvement	<input type="checkbox"/>	<input type="text"/>
8.2M 8.3M	<input type="text"/>	<input type="checkbox"/>	Collaborating With Colleagues	<input type="checkbox"/>	<input type="text"/>
8.2N 8.3N	<input type="text"/>	<input type="checkbox"/>	School Improvement Planning	<input type="checkbox"/>	<input type="text"/>

*the higher the score, the higher the number of teachers that need PD in this area

Interpreting the Supporting Professional Development Items

Are there topics which have very high interest from the staff? (the left column)

- What sorts of professional development have been in place for these topics in the recent past?
- Discuss each high need topic more specifically. What kind of information are the faculty looking for in these areas?
- Does your school have funds to bring skilled facilitators into the school to provide training in these areas?
- Are there specific teacher leaders in your school who are very skilled in this area that may be able to provide training and support to their colleagues?
- How can the administration follow up staff development with the teachers to promote the use of new tools being introduced and encourage staff to discuss strategies in PLCs?
- Can time be allocated to PLCs on these specific topics?
- Does the district provide training throughout the year in these areas? Is the staff aware of this training? How can the school be more informed about these trainings to promote attendance?

Are there topics which have very high interest from the staff (the left column), but also high numbers of hours in PD (right column)?

- This may indicate staff development that is being provided is ineffective.
- Review what training has been provided to staff in these areas.
- Discuss what kinds of information staff are looking for in these areas.
- Perhaps the followup after staff development is ineffective. In what ways can the administration support the growth of skills in these areas following training?
- Is it a question of resources? Do teachers have the materials to fully utilize the skills they have been trained in?

Supporting Professional Development Discussion Sheet

Professional Development Topic:	
What's Working:	Current Focus/Challenges/Concerns
Next Steps:	Resources Needed:

Professional Development Topic:	
What's Working:	Current Focus/Challenges/Concerns
Next Steps:	Resources Needed:

Professional Development Items 8.5 – 8.7 Worksheet

Survey Item

% Agree

Neither Disagree nor Agree

% Disagree

Overall, how did your school compare to the District?

Additional Notes

Q8.5A: The professional development I have received through this school or division has been of adequate duration.



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Q8.5B: The professional development I have received through this school or division has been focused on specific content.



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Q8.5C: The professional development I have received through this school or division has been focused on instructional strategies.



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Q8.5D: The professional development I have received through this school or division has been characterized by collective participation of educators (e.g., grade-level or school-level teams).



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Q8.5E: The professional development I have received through this school or division has been infused with active learning rather than following a stand-and-deliver model.



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Q8.5F: The professional development I have received through this school or division has been linked to curricular materials and assessments.



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Professional Development Items 8.5 – 8.7 Worksheet

Survey Item

% Agree

Neither Disagree nor Agree

% Disagree

Overall, how did your school compare to the District?

Additional Notes

Q8.6A: Professional development has provided YOU with strategies that you have incorporated into your instructional delivery methods.



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Q8.6B: Professional development has proven useful to YOU in your efforts to improve student achievement.



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Q8.7: I have received follow up from professional development opportunities that help me improve my teaching.



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Professional Development 8.5-8.7

How do the results of these survey questions shape your understanding of the professional development at your school?

- What about the professional development at your school is working?
- What about the professional development at your school is not working?
- What would be ideal professional development conditions? professional development content? professional development delivery?
- Are there resources/teachers that could be utilized differently to enhance your staff development?
- Can professional development be differentiated to meet the different needs of teachers?
- Is professional development optional? Should it be? Do teachers have input on what professional development they are receiving?

Going forward, what things can you change at your school to improve the professional development conditions at your school?

- What support do you need from the district?