

Professional Development Plan 2021-2022



District Name: Eastpointe Community Schools

Superintendent: Ryan McLeod

Address: 24685 Kelly Road, Eastpointe, MI 48021

Phone (586) 533-3000

Years in Effect: 2020-2022

District Administration:

Superintendent: Ryan McLeod

Assistant Superintendent for Curriculum, Instruction and HR: Christina Gibson

Executive Director of Student Support Services: Lori Rush

Executive Director of Business and Operations: Robert Carlesso

Board of Education:

John Gruenberg - President

Dr. Chineva Early - Vice President

Julie DeVita - Secretary

Robert Roscoe - Treasurer

Mary Hall Rayford

Keith Ward

Edward Williams

Professional Development Committee:

- Chairs: Kristen Kozlowski and Lincoln Stocks
- JoAnn Andrees, MSU
- Diane Peters, Instructional Coach Title II
- Laura Byrne, Intervention and Coach 31a
- Lashawn Baskin, Instructional Coach and Classroom Teacher
- Julie Kaler, Title I Instructional Coach
- Laretta Fischer, Title I Intervention
- Brooke VanRhee, Classroom Teacher
- Jodi Austin, Classroom Teacher
- Tricia Dickens, Classroom Teacher
- Deb Trapp, MSU
- Charlene Mallory, Classroom Teacher
- Jennifer Vandermark, Parent
- Anne Hartland, Title I Intervention
- Karen Ladouceur, ELC Spec. Education
- Lisa Petrella, Title I Instructional Coach
- Denise Kildea, Teacher and Department Chair
- Danielle Roybal, EHS Spec. Education
- Patrick Taylor, Title IV Librarian
- Cassandra Lipari, Classroom Teacher
- Stephanie Vanhaerents, Teacher and Department Chair
- Sarah Loop, EVA
- Asenath Jones, EHS Admin
- Julie Piper, BV Admin
- Stephanie Fleming, EMS Admin
- Alexandra Turner, Title I Intervention
- Janet Jones, MSU
- Irma Hamilton, MSU

Eastpointe Community Schools

Culture and Climate

Whole Child

Technology Integration

Literacy

Problem Solving

Culture and Climate

Develop a culture of collective responsibility that is collegial, collaborative, and professional.

Positive Behavior Intervention Supports

Relationships

Leadership Pathways

Building staff will identify, teach, and consistently demonstrate positive student social and academic behaviors.

All staff will maintain high fidelity to PBIS, CKH, Leader in Me, Positivity Project and/or CHAMPS strategies.

Utilize the 6 E's as strategies for building relationships. (Focus Area 2/3)

Principals, Coaches and BTNs will develop and implement initiative(s) for building staff support and recognition.

Building staff will cultivate reciprocal connections with students, parents, families and community.

Staff and students will engage in opportunities that will improve knowledge and understanding of each other (race, culture, poverty, gender, orientation).

Building staff will provide student leadership opportunities both in classrooms and school-wide.

Principals and central office will provide all staff leadership opportunities in building, district, and county/state.

Whole Child- Whole Family

Develop a safe, nurturing environment for all students to maximize learning and growth.

Safe, Healthy, and Well-Rounded

All staff will build social emotional learning opportunities for students and families.

Multi-Tiered System of Support

Building staff will enhance and expand college and career pathways.

Building staff will implement a tiered system of engagement (attendance/participation) supports.

Building staff will develop school-wide systems to address academic and non-academic student needs.

Reciprocal Community Involvement

District and buildings will develop and implement parent and family engagement strategies.

District and buildings will develop connections with community for partnership, volunteer and service projects.

Technology Integration

Integrate technology through high-yield instructional strategies to deliver high-quality instruction for all students.

Instruction, Intervention, and Enrichment

District and building staff will utilize job-embedded professional development.

BTNs, principals, and district administration will engage in instructional leadership routines to improve practice.

Teachers will utilize Google Classroom as the learning management system.

All teachers will plan lessons to increase student engagement, high depth of knowledge, and meaningful feedback.

All teachers will utilize Distance Learning Playbook.

All teachers will plan and deliver differentiated instruction for all students.

Building staff will identify, implement, and monitor high leverage engagement strategies.

Principals, BTNs and teachers will implement subject specific Visions of High Quality Instruction.

All staff will deliver district approved grade level curriculum and resources.

Staff will develop cross curricular learning that allows for individual exploration.

Literacy

Improve students' ability to decode and comprehend grade level text

Improve students' ability to write effectively

Restructure and implement tiered reading intervention

All staff will deliver district approved grade level curriculum and resources.

All teachers will implement Guided Reading with high fidelity (K-5) with culturally responsive texts.

All teachers will provide direct instruction on Close and Critical Reading strategies using content specific grade level and culturally responsive texts (3-12).

All teachers will provide frequent, rigorous, and meaningful opportunities to practice writing in subject-specific content.

All teachers will use a consistent approach to the writing process across subject areas and explicit instruction on the writing process.

Building staff will develop schoolwide intervention that is targeted, systematic, research-based and progress monitored.

Interventions will be timely, directive, and administered by trained professionals.

Building staff will deliver flexible interventions regardless of location.

Problem Solving

Expose students to a range of complex, well posed problems that require the use of applied mathematics and problem solving strategies.

Engage students in problem solving practices

Improve and implement tiered math intervention (MTSS)

All staff will deliver district approved grade level curriculum and resources.

Teachers and students will consistently use content area protocols for problem solving.

Teachers will guide students in solving problems through the sense making, strategic use of appropriate tools, and perseverance through difficulty.

Engage in activities that develop student, teacher, and parent growth mindset for mathematical competencies.

All teachers will encourage and engage all students in productive struggle.

Building staff will develop schoolwide intervention that is targeted, systematic, research-based and progress monitored.

All teachers will plan and deliver differentiated instruction for all students.

Building staff will increase student and parent knowledge of, and access to, supports for students.

Culture and Climate

Eastpointe Community Schools has committed to the improvement of culture and climate in our buildings and remote programs for the 2021-2022 school year. Our goal is to develop a culture of collective responsibility that is collegial, collaborative and professional. We placed emphasis on PBIS, relationship building and leadership pathways. We have hosted numerous professional learning opportunities, as well as coaching sessions to improve staff command of the topics. Some of these sessions included:

- Capturing Kids Hearts Training – Rooted in Improving Stakeholder Relationships
- MSU Outreach Program – providing coaching to school leaders, instructional coaches, and teachers. This program includes a book study on Rebound and encourages improvement in 6Es of instruction.
- Starr Commonwealth’s Trauma Informed Resilient Schools (provided by MISD)
- Starr Commonwealth’s Resetting for Resilience (provided by MISD)
- Verbal De-escalation (provided by MISD)
- Intro to Trauma (provided by MISD)
- Calm Classroom Academy (provided by MISD)

Whole Child Whole Family

Eastpointe Community Schools has committed to the improvement of Whole Child Whole Family for the 2021-2022 school year. Our goal is to develop a safe and nurturing environment for all students to maximize learning and growth. We placed emphasis on safe, healthy, and well-rounded student activities, MTSS, and reciprocal community involvement. We have hosted numerous professional learning opportunities, as well as coaching sessions to improve staff command of the topics. Some of these sessions included:

- Capturing Kids Hearts Training
- Literacy Footprints Training
- MSU Outreach Program
- BTN and PLC initiatives
- MISD led sessions geared towards implementing the MTSS process
- Literacy Intervention Modules
- Coaching sessions led by Pam Rosa
- Coaching by The Resolution Center Staff

Technology Integration

Eastpointe Community Schools has committed to the improvement of technology integration in our buildings and remote programs for the 2021-2022 school year. Our goal is to integrate technology through high-yield instructional strategies to deliver high-quality instruction for all students via instruction, intervention and enrichment. We have hosted numerous professional learning opportunities, as well as coaching sessions to improve staff command of the topics. Some of these sessions included:

Districtwide Offerings

- Professional learning tied to hybrid instruction models
- Google Classroom
- NWEA and assessments training
- Atlas Rubicon
- Planbook
- Unified Classroom
- Powerschool
- Performance Matters
- Clever
- Exact Path
- Study Island
- Brain Pop
- K-8 Calvert/Edmentum, 9-12 Michigan Virtual

Elementary Offerings

- Raz Kids
- Flocabulary
- Mystery Science
- Class Dojo
- Everyday Math Online Resources
- Promethean Board Capabilities
- Edmentum Training

Middle and High School Offerings

- Professional learning tied to hybrid instruction models
- NewsELA

Literacy

Eastpointe Community Schools has committed to the improvement of literacy in our buildings and remote programs for the 2021-2022 school year. Our goals are to improve students' ability to decode and comprehend grade level text, improve

students' ability to write effectively, and restructure and implement tiered reading intervention. We have hosted numerous professional learning opportunities, as well as coaching sessions to improve staff command of the topics. Some of these sessions included:

- Literacy Footprint Training
- Literacy Learning Modules 1st Grade (Provided by MISD)
- Literacy Intervention Network (Provided by MISD)
- Flocabulary Training
- MISD coach led sessions geared towards improvement of writing instruction
- MISD training sessions rooted in high-quality literacy instruction and differentiation
- KRA Training
- Dyslexia Network
- Literacy Coaching Network
- Literacy Learning Modules 2nd Grade
- Reading Recovery Training
- NewsELA sessions

Problem Solving

Eastpointe Community Schools has committed to the improvement problem solving in our buildings and remote programs for the 2021-2022 school year. Our goal is to expose students to a range of complex, well posed problems that require the use of applied mathematics and problem solving strategies. We placed emphasis on engaging students in problem solving practices and improving and implementing tiered math intervention. We have hosted numerous professional learning opportunities, as well as coaching sessions to improve staff command of the topics. Some of these sessions included:

- BTN and PLC sessions geared towards problem, solving, mathematics, and growth mindset
- MSU Coaching Sessions
- Building Instructional Coach Led coaching session and professional learning
- Everyday Math Training
- PBIS training

Professional Learning Offerings 2021-2022

Literacy Footprint Training

June 28-29, 2021

Capturing Kids Hearts Training

August 25-26, 2021

Instructional Technology Training

September 1, 2021

Performance Management Meetings- Monthly

Whole Group Performance Management

- Thursday, September 23, 2021 8:30 AM - 12:00 PM
- Thursday February 10, 2022 8:30 AM - 12:00 PM
- Thursday, June 2, 2022 8:30 AM - 12:00 PM

Building Performance Management

- October 27, 2021 (CW, PV and EHS meeting location)
8:30 AM - 10:00 AM **EHS** and **EMS**
10:45 AM - 12:15 PM **CW** and **BV**
- October 28, 2021
8:45 AM - 10:30 AM **FP** and **PV**, **ELC**
- December 8, 2021 (BV, FP and EMS meeting location)
8:45 AM - 10:15 AM **EHS** and **EMS**
10:45 AM - 12:30 PM **CW**, **BV** and **ELC**
- December 9, 2021
8:45 AM - 10:15 AM **FP** and **PV**
- March 16, 2022 (BV, FP and EMS meeting location)
8:45 AM - 10:15 AM **CW** and **BV**
10:45 AM - 12:15 PM **EHS** and **EMS**
- March 17, 2021
8:45 AM - 10:30 AM **FP** and **PV**, **ELC**

- May 4, 2022 (CW, ELC, and EHS meeting location)
12:00 PM- 1:30 PM **EHS** and **EMS**
2:00 PM -3:30PM **CW** and **BV**
- May 5, 2022
12:00 PM - 2:00 PM **FP** and **PV**, **ELC**

AD Council - Monthly All Supervisors/Directors and Principals

Purpose: Monthly alignment for all administrators.

1st Tuesday of the Month (except: November 9, January 11, April 12)

3:45 - 5:15 PM

District BTN

Purpose: Building BTNs from the district come together for collective learning and sharing.

Group learning on adaptive schools with Steve Seward

3:45 - 5:45 PM

1st Marking Period- September 28, 2021

2nd Marking Period- November 30, 2021

3rd Marking Period- January 18, 2022

4th Marking Period- March 29, 2022

PLC and Building BTN Meetings

Occur weekly on Wednesdays before school

Districtwide Professional Learning Dates

- *December 6, 2021*
- *January 18, 2022*
- *March 14, 2022*
- *May 2, 2022*