

# MSDC DEVELOPER



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## MSDC PRESIDENT'S REPORT

It is my pleasure to welcome all MSDC members to our final newsletter of this school year. We hope that you have enjoyed the information and suggestions that have been provided through this newsletter.

As president, I hope to continue the fine work of this organization and further its outreach to the school districts throughout Missouri. We will continue our work with the PD Academy, the Standards Assessment Inventory training and the Commissioner's Award for Excellence in Professional Development.

Currently, the PD Academy IV is forming and we are looking forward to a wonderful group of individuals who will get the opportunity to network and learn about how to impact student achievement through high quality professional development.

The Commissioner's Award application has been rewritten and will be posted on the new website that will be up in August of 2009, so please look for our new site and the up-to-date information in August.

The SAI training will begin again in earnest in September, so don't be left out. Your school can learn how to utilize this assessment inventory to gain the perceptions of teachers concerning their PD and then how to utilize that information to better plan your school improvement plan for 2010.

Our Show Me Conference will be held March 22-24, 2009 at Tan Tar A and the call for proposals is posted on the website @ [www.msdc-mo.org](http://www.msdc-mo.org). Please consider submitting a proposal to present so that all schools can share in the information and wonderful things that are happening in PD around the State.

We look forward to providing you with additional suggestions, information and opportunities throughout the 2008-2009 school year.

Have a great summer!

Jody

### MSDC Mission, Vision & Goal

#### MSDC MISSION

The mission of the Missouri Staff Development Council is to advocate high levels of learning for all by communicating, facilitating and building leadership capacity around standards-based staff development practices.

#### VISION

All Missouri schools and educators experience high quality professional learning so that all students achieve at high levels.

#### GOAL

All teachers in all Missouri schools will experience high quality professional learning as part of their daily work.

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## Study Finds Well-designed Teacher Professional Development Can Have Effects on Student Achievement

The Council of Chief State School Officers, with a grant from the National Science Foundation, conducted a two-year study of the quality and effects of teacher professional development programs in mathematics and science. CCSSO examined evidence from 25 nominated programs across 14 states, including 41 evaluation reports. The findings from the study are being released in a new paper titled "[Does Teacher Professional Development Have Effects on Teaching and Learning? Analysis of Evaluation Findings from Programs for Mathematics and Science Teachers in 14 States.](#)"

Key findings of the CCSSO cross-state analysis are:

- One-third of the evaluation studies reported measurable effects on improved student outcomes, increased teacher knowledge or change in instructional practices.
- Three key program design characteristics in effective programs are (a) focus on subject content and pedagogical knowledge, (b) in-school follow-up and technical assistance with teachers, and (c) coherence of professional development with standards and curriculum.

Evaluations showing measurable effects used scientific study designs, included treatment and control groups of teachers, and used well-tested instruments.

### The Commissioner's Award

As part of the continuing effort to celebrate and honor excellence in professional development in Missouri, the Missouri Staff Development Council is pleased to announce *The 2009 Commissioner's Award of Excellence for Professional Development*. MSDC's goal is to identify and honor high-quality staff development programs that will serve as comprehensive models to districts and buildings throughout the state. This recognition will:

1. highlight best practices in staff development,
2. provide a link between high quality professional development to improved student achievement,
3. provide opportunities for teachers and administrators to collaborate, network and learn from each other so that these practices can be adopted and adapted throughout Missouri.

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## Enroll now for PD Academy IV

### Goals:

- \* Advance the understanding of the critical connection between professional learning and student learning through the application of the Show Me Standards for PD and the NSDC Standards for high quality PD.
- \* Develop the leadership, planning, implementation and facilitation skills necessary to support school-focused staff development.

### Learning Outcomes:

- \* Apply the Show-Me and NSDC Standards in the initiation, implementation and institutionalization of improvement efforts.
- \* Apply knowledge of effective professional development practices in design, management and assessment of local initiatives.
- \* Complete an action research project on local professional development efforts and change.
- \* Participate in a study group around various methods of implementing high quality PD.

### Participants receive 8 days of training that include:

- Aligning their district plan to the state guidelines
- Understanding and applying the NSDC Standards
- Action Research
- Making meetings work and facilitation

### When will this take place?

**Timeline:** A commitment for one school year to include:

- \* Three days in early August (retreat kickoff)
- \* Mid-Nov. meeting
- \* March 2009 MSDC Conference and academy meeting
- \* Three days in early June

### Benefits:

**Over \$300 worth of books and materials**  
**PD Networking across Missouri**

**For More Information contact:**  
**Jody Woods at [jowoods23@gmail.com](mailto:jowoods23@gmail.com)**



## 2007-08 MSDC Action & Highlights

The **MSDC Strategic Plan** focused on its three objectives that target the MSDC Vision.

**Communicate** with all stakeholders about standards-based professional development.

- Facilitated the 2008 Show-Me Conference
- Facilitated MSDDC PD Academy Cohorts
- Used the MSDC web site: <http://www.msdc-mo.org> as a tool for learning
- Enhanced written publications, including newsletters to feature PD Standards
- Presented Standards Assessment Inventory around the state
- Worked with districts on understanding SAI and PD Standards
- Developed a consistent message around PD to be used by all members.

**Build leadership** capacity around PD standards.

- Include tools/strategies for PD leaders in the MSDC newsletters
- Expanded MSDC PD Academy to enhance knowledge and skills of PD leaders
- Continued outreach efforts to other organizations
- Continued work with MSDC leaders on *Innovations Configuration/PD Standards*
- Partnered with DESE on expanded use of SAI
- Developed grant proposals to support efforts to build leadership in HQPD
- Posted job opportunity for a full-time MSDC Executive Director

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## The Work Before the Work Submitted by Sue McAdamis

Linda Darling-Hammond once said, “Education should be a source of nurturance for the spirit as well as a means for reaching understanding.” NSDC’s purpose calls *for every educator to engage in effective professional learning every day so every student achieves.* Perhaps embedded in this purpose statement is the notion that daily effective professional learning also includes opportunities to measure the “inner” self of the educator as well as the outer self that is so focused on standardized measures and driven by results.

Parker Palmer (Spring 2008, JSD) states that “today’s professionals have an ethical obligation to help transform the toxic settings in which their work is done.” This statement has particular meaning for me as Missouri legislators threaten to cut funding for professional development. In addition high stakes tests and accountability from state and federal governments put tremendous pressure on our schools. Teachers and administrators are drowning in a competitive, mechanical, data-driven environment causing educators to lose sight of what’s most important – our inner selves and our relationships with others. Palmer urges us to challenge these “deformations” through moral agency and collegial community. For the purpose of this article, I will focus on collegial community – “the human capacity to come into relationships that support moral agency, inform, critique, inspire, amplify and sustain acts of individual integrity.”

Palmer (Spring 2008, JSD) refers to a study by Bryk and Schneider who found that “relational trust” in an organization was the one variable that made the biggest difference in student achievement. Schools that had low levels of relational trust and/or leaders who did not regard trust as worth attending to had only a one in seven chance of improving student achievement. Palmer states that what lies behind relational trust is “soul work” - in other words becoming aware of our own insecurities and relating to colleagues with forgiveness. He calls this the “work before the work” and he says it requires courage on the part of educators to do the “work before the work” in order for the actual work to pay off for our school systems.

I worry that our school systems are becoming mechanical, competitive, focused on downloading information and forcing all children to measure up to the same standards, regardless of their starting points. I worry that our legislators will pull millions of dollars from the funding of professional development in Missouri schools. The time has come for school leaders and staff developers to find the courage to change what’s wrong in our school cultures. The starting point as I see it, is to tend to our hearts and nurture our collegial relationships (the “work before the work”) every day so that every student can achieve.

## MSDC – MOVING PD FORWARD IN MISSOURI

In 1987, professionals across Missouri began their collective efforts in staff development. Under the leadership of Georgia Archibald, a group in St. Louis began to form a regional vision for professional development. MSDC was organized in 1989, and in 1990 MSDC, with a membership of 100, achieved affiliate status with the National Staff Development Council (NSDC). MSDC has grown to over 1,000 members and is now the largest NSDC affiliate. MSDC was the host affiliate for the 1991 National Staff Development Conference in St. Louis. St. Louis will again host the NSDC National Conference in Dec 2009.

Beginning with the 2001 conference, MSDC took over the planning and operation of the annual Show-Me Professional Development Conference. At its annual meeting at the conference, MSDC voted to expand its board to include representation from each of the nine geographic regions of the state as defined by the Regional Professional Development Centers. In 2002, MSDC gained separate 501(c)3 status.

In 2003 MSDC worked with the SDLC to initiate a new award to take the place of the previously awarded district honor. With a Missouri professional development grant, MSDC launched the *Commissioner's Award of Excellence for Professional Development*. During the 2002-2003 school year, MSDC worked with the SDLC to ensure continued state- and district-level funding for professional development through the foundation formula. This effort resulted in the defeat of HB402 and HB745 in the Missouri legislature and the continued funding of staff development in the state.

The 2003-04 school year marked a major milestone for MSDC, as the organization named its first part-time Executive Director. An updated web site was created at <http://www.msdc-mo.org> and the MSDC newsletter was revamped to better support its members. At the NSDC Conference, two of MSDC's leaders were honored: Julie Blaine as the *New Staff Developer* and Sue McAdamis for her *Distinguished Service*. Scotty Scott ended his term on the NSDC Board of Trustees and Sue McAdamis began her 3-year term on the NSDC Board. Sue McAdamis became NSDC's Board of Trustees President in December 2006.

In 2006, MSDC launched its first PD Academy and worked with DESE to update the state PD Guidelines. At the 2006 Show-Me Conference, Missouri celebrated its 10<sup>th</sup> anniversary of the Show-Me Professional Development Conference. In 2007, MSDC took its next big step as it implemented a solid investment plan that will enable the organization to move to a full-time executive director. The level of services and support this position will provide will ensure that MSDC is capable of expanding its direct assistance to districts, schools, and MSDC members as well as continue its work with the Commissioner's Award of Excellence and PD Academy.

## MSDC Action & Highlights (continued from page 3)

**Recognize** high quality PD that reflects Missouri standards.

- Continued the *Commissioner's Award of Excellence for Professional Development*
- Developed grant proposals to support recognition efforts
- Held a special awards brunch at the Show-Me Conference
- Involved the Missouri Commissioner of Education in the awards process
- Included current and previous award recipients as presenters at the Show-Me Conference
- Continued MSDC Awards for Outstanding Building PD/Program, PD Leadership, and PD Vision
- Presented awards at a general session of Show-Me Conference
- Included award recipients in MSDC publications and website
- Developed grant proposals to support recognition efforts

Held MSDC has also implemented an investment plan that will enable MSDC to expand the executive director position to full time and employ a full-time administrative assistant. This investment plan will provide for a full-time executive director within three years.

## Getting Involved...

If you would like to get involved in MSDC, a great way to begin is to be a part of the 2009 *MSDC Show-Me Conference Planning Committee*. Colleen Jones will be the 2009 MSDC 1<sup>st</sup> Vice-President and conference chair. Contact her at [cjones@liberty.k12.mo.us](mailto:cjones@liberty.k12.mo.us).

Participate in the *2008-09 PD Academy*. Participants will work together over 8 days, beginning in August and ending in June. The focus is on PD standards, assessment of PD, action research, facilitation and coaching skills, and powerful PD designs. Contact [jowood23@gmail.com](mailto:jowood23@gmail.com). Additional information is available in flyers available at the conference and on the MSDC website.

Volunteer to serve as one of nine *regional representatives on the MSDC Board of Directors*. Each region of the state, as defined by RPDC regions, has a representative. These regional reps play a critical role in the direction of MSDC by ensuring that the MSDC programs reflect the needs of the region. In addition, the regional reps provide vital communication with the RPDCs. These are three-year terms with one-third of the regions elected each year during the Regional RPDC meetings at the Show-Me Conference. Information can be downloaded from the MSDC website [www.msdc-mo.org](http://www.msdc-mo.org).

## Commissioner's Award (Continued from page 2)

The Commissioner's Award rubric (found at [www.msdc-mo.org](http://www.msdc-mo.org)) uses the National Staff Development Council's (NSDC) 12 standards as a framework. Adequately addressing each of these principles is necessary for a full realization of the potential of individuals, school communities and institutions to improve and excel. The *National and Missouri standards* emphasize that, ultimately, professional development needs to be evaluated on the basis of its impact on teacher effectiveness and student learning. ***The Commissioner's Award of Excellence for Professional Development*** is based on the degree to which a district meets these standards. To be considered, a district's application must demonstrate alignment with the evaluation rubric for professional development. The application includes an open-ended format allowing each district to provide evidence of meeting Levels 3 and 4 Indicators from the evaluation rubric. Districts self-nominate for ***The Commissioner's Award of Excellence for Professional Development***. Detailed instructions for applying for this award are provided at [www.msdc-mo.org](http://www.msdc-mo.org). ***Winners will be announced at the Missouri Show-Me Professional Development Conference, March 22-24, 2009.*** Public recognition at the conference and a possible monetary award to support professional development efforts are among the benefits of winning this award of excellence.

**Application Deadline: October 25, 2008**

## The Importance of Collaboration

By Cathy Galland, MSDC Region 7,  
Republic School District

In his article for the February MSDC newsletter, Larry Smoot, Region 4 Representative and Superintendent of North Shelby School District encouraged district administrators to take a “hands on” approach to professional development. The standards in NSDC’s *Innovation Configurations* also challenge teachers, principals and central office administrators to collaborate in order to plan high quality professional development for all. Strong, positive collaboration can not be taken for granted, however. It requires hard work and commitment.

Many of the administrators in Southwest Missouri have developed strategies to enhance the collaboration between PD committees and building and district administrators. These leaders recognize that positive collaborative efforts require participation, training and effective communication.

Strong collaboration requires participation from all stakeholders. In the Neosho R-V District, the PDC has been reviewing professional development standards, and their work involves collaboration among building representatives and the teachers in their buildings. Once the review is complete, building representatives will work with principals to determine building PD needs.

Strong collaboration also requires training. The Springfield School District provides training for district PDC members around seven norms of effective collaboration and the committee utilizes a PLAN-DO-STUDY-ACT process. The PDSA process promotes collaboration through a focus on process and results rather than personal preferences. According to Anita Kissinger, Executive Director of Quality & Development, the Springfield District makes “the learning of District PDC members a priority.”

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## Teams Work!

### Collaborative Efforts in Three Southeast Missouri Schools

By Terri Fisher-Reed, MSDC Region 1, Southeast Missouri

The Southeast Region has its share of effective team approaches to professional development (PD). Three Southeast Missouri Schools implement teams to sustain their PD.

Sikeston R-6 School District, an MSDC award winner, uses teams in a number of ways. Professional Development Committees (PDC) exist within each building and include the participation and support of the building administrator. These teams plan professional development for early release days. At the high school, teams of teachers work collaboratively to design Marzano research-based instructional strategies lessons. These are then presented at faculty meetings. At the elementary levels, teacher teams work together for a variety of reasons: horizontal Everyday Math planning, technology integration, literacy, and assessment.

Another Southeast Missouri school, St. Genevieve R-2, uses carefully planned PD structures for effective teamwork. In addition to the district elected PDC, there are building-level PDCs and a district PDC. The middle/secondary building PDCs are comprised of a building administrator, a district PDC member, a special educator, a core classroom educator, and a noncore classroom educator. A representative from upper and lower elementary join the district PDC member, special educator, and building principal at the elementary building PDC level. A final PD structure includes central-office administration. This includes the assistant superintendent, special education director, a special education teacher, and one regular education teacher from each building.

Jackson R-2 School District uses a district-wide approach to professional development planning. All professional development day planning, as well as new teacher training, is planned by the Jackson R-2 Professional Development Team. This team consists of PDC members who also serve on building school improvement teams, building administrators, four instructional facilitators, and central office administration. The team meets approximately five - seven times a year with a dual-purpose: to plan professional development aligned with school improvement planning and to build relationships among the team as well as within the entire school district. Teambuilding activities at PD Team meetings have been led by Southeast RPDC consultants, the Greater St. Louis YMCA TeamWorks team builders, and members of the Jackson R-2 PD Team.

## The Importance of Collaboration (Continued from Page 6)

Strong Collaboration also requires effective communication. In the Lebanon School District, PLC Facilitators and building PD representatives meet with the building principal once a month to “debrief.” This provides an effective channel for communication about needs, questions and concerns. At Forsyth R-III, Rick Voliva, Curriculum Director, tries to keep the PDC aware of curricular strengths and weakness. According to Rick, “In a smaller district like Forsyth it is easier to personally communicate with the chairperson and then the chairperson leads the committee meeting discussion armed with data to drive the decisions being made.”

High quality professional development requires collaboration among teachers and administrators. We must all continue to seek out and share best practices for collaboration in order to attain the purpose outlined by the National Staff Development Council: “Every educator engages in effective professional learning every day so every student achieves.”



**Have A Great Summer!**