

MSDC DEVELOPER

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MSDC PRESIDENT'S REPORT

I want to welcome everyone back to school. I hope you had a wonderful opening to this year of learning. We at MSDC are also excited about our learning opportunities this year and have some exciting news to report!

Our first exciting news is that the MSDC Board of Directors has hired a new Executive Director, Gloria Henry. She is excited about working with MSDC again and promoting the work of quality PD for all educators. Gloria recently retired from the Hickman Mills C-1 District in Kansas City where she taught debate for 28 years and chaired the district PDC for 20 years. The past 3 years, she has served as an Instructional Coach for the secondary first year teachers. She worked with MSDC in the past both on the Show Me Conference planning committee and as a Regional Rep. to the Board. She is committed to the work of this organization and to the education of students! We look forward to her guidance and support in the coming year.

More exciting news is that the updated Commissioner's Award information has been emailed to superintendents in the State whose schools were accredited by MSIP either during the 06-07 or 07-08 school year. We look forward to accepting numerous applications this year and reviewing all the exciting PD work occurring in the state.

The new trainings for SAI are set and were released Sept. 1. Trainings include fall trainings at 4 locations to introduce the SAI to new principals and their PD teams. The spring trainings will be conducted with the same teams returning with their individual information from SAI so that school planning can be conducted using their specific results. We look forward to making an impact with the school teams who attend.

MSDC adopted a new purpose this year, **"Every Missouri educator engaging in high quality professional learning every day so every student achieves."** We will work to support this purpose throughout the year through outreach and advocacy. We hope that you will join us in this effort to provide continued support and learning this year to all teachers.

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MSDC WEBSITE: <http://www.msdc-mo.org>

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.

COLLABORATIVE EFFORTS GET RESULTS

The beginning of the school year brings excitement to children, their families and educators. Consumerism is at its height as communities prepare to “go back to school.” We “ready” ourselves to be a part of the teaching and learning process. In concert with the excitement of another beginning, we are passionately reminded of our responsibility for student achievement as the local paper publishes district Missouri Assessment Program (MAP) scores. School districts across St. Louis County are organizing student data to monitor and analyze student achievement to make instructional decisions.

Research has shown strong links between teacher efficacy, teaching behavior and student achievement (Bandura, 1997). For teachers, it is the belief that the individual teacher has the capability to take a course of action that will have positive effects on students. For schools, this collective sense of efficacy shows positive relationships between collective efficacy and student achievement (Goddard, 2001). Creating a positive culture for professional development flourishes in these environments. Data is a sweet indicator of efficacy and is welcomed by leaders and purposeful communities. Special School District *Academy I* supports beginning special education teachers during their first three years. The focus during that journey is student data and instruction. As district Instructional Facilitators develop and support the learning of new staff, conversations revolve around how students are responding to instruction. Data centered conversations illuminate teacher efficacy and provide a platform for inquiry. Coaching questions are used to increase the teacher’s self-directedness:

- How did you think your lesson went?
- What effect did your decisions have on the results you achieved?
- What do you want to continue to pay attention to?
- How might you apply your learning?

Goddard, R.D. (2001) Collective Efficacy: A neglected construct in the study of schools and achievement. *Journal of Educational Psychology* 93 (3), 467-476.

Coaching conversations contribute to the growth of the individual teacher. Reflective protocols for group conversations are also used to develop individual and collective insights. As groups become more comfortable with conversations about their work and learn ways to reflect on their practice, efficacy increases and a positive culture for professional development is cultivated.

Recommended resource: “The Power of Protocols: An Educator’s Guide to Better Practice” (McDonald et. Al. Teachers College Press, 2007)

References:

Bandura, A (1997) *Self Efficacy: The exercise of Control* New York: W.H. Freeman & Company

Submitted by:

Ros VanHecke, Regional Representative to the MSCD Board
Region 8

School’s Out – Teachers Out Trainings Filled Without a Doubt

Summer is usually a time for fun, family and friends but at Northwest RPDC it was also a time for learning. “We have some great teachers in Northwest Missouri who always look to refresh their spirit, deepen their skills, or network in knowledge,” reported one consultant. Teachers in northwest Missouri received a summer booklet from the Northwest RPDC in the spring that contained 38 courses starting on June 1 and ending in August. Some classes were one-day workshops and others were two-day learning opportunities that could be taken for credit from Northwest Missouri State University if coursework was completed.

If you check the records in Maryville, Missouri, you will find that 760 teachers took part in those sessions and 50 participants took part in the MAP trainings offered. The sessions included trainings for instruction, technology, active engagement, higher order processing and intervention. Coursework for graduate credit indicated that 340 teachers took their learning to a deeper level by completing their learning and research with an action research component or plan for implementation. Way to go teachers!

One participant responded to all the trainings with this, “ I needed to take several hours this summer for credit and the RPDC catalog filled my every need! I am so impressed with the teachers and the learning that takes place through the RPDC – I will use EVERYTHING I learned this summer. Not one minute was wasted. I can’t wait to get back to my classroom! Over 200 students will be touched by what I have learned so just think – summer learning by one teacher will impact many lives!!!”

Every region in Missouri has direct links to a Regional Professional Development Center that can provide trainings and consultations for every Missouri educator. Find one near you!

Submitted by:

Jane Jackson, Regional Representative to MSCD Board
District 5

MSDC Awards: Celebrate High Quality Professional Development

by Terri Fisher-Reed, MSDC Board Member and Awards Committee Chair

How do you celebrate professional development success? Tom Peters, in Tools for Schools, has a great quote, "Celebrate what you want to see more of." Missouri Staff Development Council (MSDC) likes to celebrate high quality professional development. And you can help us to do just that! One of MSDC's goals is to recognize high quality professional development activities occurring around our state. If you are involved in a High Quality Professional Development activity or know someone who is, please consider placing a nomination for the three MSDC recognitions.

MSDC High Quality Instructional Leadership Award

This award is for an instructional leader who meets or exceeds all twelve of National Staff Development Council's standards. An instructional leader is defined as anyone (teacher, staff developer, principal, superintendent) who has shown leadership qualities in guiding colleagues toward high quality professional development. Any MSDC member may nominate a person or self-nominate for the award. The winner will be announced at the Show Me Professional Development Conference. The winner shall receive an award at the Show Me Professional Development Conference, as well as a letter of recognition to the recipient's superintendent/supervisor. This award may or may not be presented every year. The Awards Committee shall consist of representatives from the MSDC board.

MSDC High Quality Staff Development Program Award

This award is for program/initiatives within a building or across the district such in a grade level, content area, or vertical team, which meets or exceeds all twelve of the National Staff Development Council's standards. Any MSDC member may nominate or self-nominate a program/initiative for the award. The winner will be announced at the Show Me Professional Development Conference. The winner shall receive an award at the Show Me Professional Development Conference, as well as a letter of recognition to the recipient's superintendent/supervisor. This award may or may not be presented every year. The Awards Committee shall consist of representatives from the MSDC board.

MSDC Vision Award

This award is for an individual who meets or exceeds all twelve of National Staff Development Council's standards. The award recognizes a MSDC member who has made significant contributions to high quality professional development throughout his or her professional career. Any MSDC member may nominate a person for the award. The winner will be announced at the Show Me Professional Development Conference. The winner shall receive an award at the Show Me Professional Development Conference, as well as a letter of recognition to the recipient's superintendent/supervisor. This award may or may not be presented every year. The Awards Committee shall consist of representatives from the MSDC board.

Deadline for all 3 awards is January 31, 2009.

For more information and forms, go to the MSDC website - <http://www.msdc-mo.org>

Contact our regional MSDC rep or Terri Fisher-Reed at tfisher-reed@jackson.k12.mo.us or 573-270-6889 for more information.

PD ACADEMY UPDATE

The new PD Academy IV kicked off in August. This academy has 15 members and they are on their way to making a difference in their districts as we learn and work together this year. We are excited to announce that as a part of this academy, a post conference featuring Joellen Killion will be held on Tuesday afternoon following the closing session of the Show Me Conference on March 24, 2009. Joellen will be presenting on Assessing Impact and how to tie professional development efforts to student achievement outcomes. The academy invites all participants to join them for this exciting event.



SHOW-ME PROFESSIONAL DEVELOPMENT CONFERENCE

The “Magic of Learning” is evident in districts and classrooms throughout Missouri! Plan to participate in the upcoming Show-Me Professional Development Conference on March 22-24, 2008 titled “The Magic of Learning” that will provide numerous opportunities for you to learn about “best practices” from colleagues across the state.

The keynote speakers this year include Todd Whitaker (author of “What Great Teachers/Principals do Differently”); Marcia Tate (“Worksheets Don’t Grow Dendrites”); and Joellen Killion (National Staff Development Council).

Improving the quality of teaching through professional learning is the most powerful way we can impact student learning. I encourage you to attend the Show-Me Professional Development Conference and be a part of “The Magic of Learning”!