

Newport News Public Schools Professional Development Plan

“Teacher Development for Student Achievement”

Mission

The Staff Development Department provides leadership and support in the research, planning, development, coordination, and implementation of high quality professional development activities for all NNPS instructional staff for the purpose of increasing student achievement.

In the Newport News Public Schools Policy GCI, “The School Board recognizes that the key to a successful educational program is a well-trained, competent staff dedicated to professional growth and continuous improvement. The School Board expects all employees to participate in activities that will expand their knowledge and increase their competency.” Thus, the instructional staff members are challenged to develop professionally from competent to expert during their tenure in the school division. To facilitate this growth, the Staff Development Department provides professional development focused in three areas with an overarching commitment to the quality improvement of these services.

1. **Teaching and Learning** Strategic Plan 1.4.1. By enhancing school-based instructional practice teachers benefit from participation in sessions on classroom management, essential instructional skills, Marzano’s instructional strategies, instructional technology integration, and induction for new teachers. Appendix A: Professional Development for School Improvement – Offerings Available through Staff Development Department. Appendix B: NNPS Technology Integration Binder. Appendix C: NNPS Best Teaching Practices 2005-06. Appendix G. Teacher Performance Assessment Handbook.
2. **Curriculum** Strategic Plan 1.3.1. The divisionwide curriculum revision and implementation addresses the Curriculum Audit recommendations through the use of Understanding By Design. The success of this comprehensive initiative requires the professional development of all stakeholders in the basics of Understanding By Design, writing curriculum, posting the curriculum online, using the online curriculum, and monitoring the curriculum through the analysis of instructional data.
3. **Leadership** Strategic Plan 4.2.2. To foster the career progression of NNPS, professional development builds competence for teachers to assume leadership roles as mentors, coaches, Technology Curriculum Integration Specialists, and trainers of other teachers. Support is provided for teachers through the candidacy process required to achieve National Board Certification. Teachers aspiring to assume responsibility as administrators may be selected to participate in a year-long academy that prepares them for achieving state licensure. Appendix D: 2005-06 New Teacher Academy Resource Guide. Appendix E: NNPS Support for National Board Certification. Appendix F: Leadership Academy for Aspiring School Leaders.
4. **Quality Improvement** Strategic Plan 1.4.1. To insure that the professional development services support teachers in their progression from competent to expert, it is important to assess the services to determine impact on teacher performance and ultimately impact on student learning. This continuous improvement process is critical to insure that the division’s professional development resources are utilized to their potential.

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