



Professional Development During a Pandemic

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School Name: Mill Creek West Elementary

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Background Leading to Our Inquiry (Slide 2)

Required professional development for all teachers every school day morning for 30 minutes.

- Rural School in Hendricks County
- 300 students
- 16 certified teachers
- Title One School
- 25% Special Education
- 2% English Language Learners
- Daily PD morning time

Continuing learning for our teachers was expected for the school year. PD was designed based on SIP goals and Corporation expectations.

The Purpose of Our Inquiry (Slide 3)

Continuing our professional development and keeping teachers engaged in growing themselves as professionals.

How can I improve my professional development within my building without overwhelming my staff?

How can I give my staff professional development opportunities that fit our needs?

What type of professional development is needed within our building?

Our Wondering (Slide 4)

Our wondering...

What will be the most impactful learning opportunity for my staff?

How can I incorporate our school improvement goals into my school year professional development?

How can I take advantage of our teachers' strengths and give them the opportunity to grow/stretch professionally?

Our Actions (Slide 6)

Action 1: Setting Stretch Goals (A Handbook for High Reliability School)
Used SIP Goals (Reading and Technology)

Action 2: Documenting Progress (Google Sheets, Google Forms)
Mid-semester check and follow-up

Action 3: Check-IN (Staff Meeting, Grade Level Meetings)
Semester check and follow-up

Action 4: Documenting Progress (Google Sheets, Google Forms)
End of year check and follow-up

Data Collection (Slide 7)

We used Google Slide, Google Forms, and Google Sheets to collect data.

Our Data (Slides 8-10)

Mid-Semester Check-in and Follow-up

68% of teachers did not feel they had made adequate progress in their stretch goals
18% of teachers felt they had made adequate progress in one of the stretch goals
14% of teachers did not begin their stretch goals

Semester Check-in and Follow-up

32% of teachers did not feel they had made adequate progress in their stretch goals
68% of teachers felt they had made adequate progress in one of the stretch goals

End of Year Check-in and Follow-up

82% of teachers felt they had made adequate progress in both of the stretch goals
18% of teachers felt they had made adequate progress in one of the stretch goals

Our Discoveries (Slide 11)

- Teachers LOVED setting their own goals with parameters set by our School Improvement Goals.
- They felt that teachers were more engaged and eager to develop personal goals by making themselves 'stretch' in these areas.
- I've seen more teachers take risks this year in asking for outside PD or leading in-school PD (virtually).

Where We Are Headed Next (Slide 12)

We will use our School Improvement Goals to develop our next Professional Development schedule for the 2021-2022 school year. Once we have completed our state assessments and gather data I will set parameters for our Stretch Goals and will begin designing our PD plan for next school year.

Teachers are already putting in requests for the 2021-2022 school year for their own professional development outside of school. I look forward to using teachers' requests to help develop next year's PD plan!

Bibliography (Slide ?)

Books

- Author, A. A. (Year of publication). *Title of work: Capital letter also for subtitle.* Location: Publisher.

Single Author Article

- Author, A. A. (Year of publication). Title of article. *Name of journal, volume (number)*, page numbers.

Multiple Authors Article

- Author, A. A. & Author B.B. (Year of publication). Title of article. *Name of journal, volume (number)*, page numbers.

Websites

- Author, A. A., & Author, B. B. (Date of publication). Title of document. Retrieved from <http://Web address>

Citing Your Presentation and Publication

Congratulations on completing the Year 2 Action Inquiry process! You and your team members can list your project as both a professional presentation and a professional publication on your resume. Here are examples of the correct ways to cite:

Presentation

Marrs-Morford, L., Davis, L., & Ray, M. (2019). Implementing instructional rounds. Presented at the annual Indiana Principal Leadership Institute Showcase of Schools, Indianapolis, IN.

Publication

Marrs-Morford, L., Davis, L., & Ray, M. (2019). Implementing instructional rounds. Retrieved from <https://Web address>

Professional Development During a Pandemic

**Mill Creek West Elementary
2020-2021 School Year**

Celina Clements
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Background Information

- Rural School in Hendricks County
- 300 students
- 16 certified teachers
- Title One School
- 25% Special Education
- 2% English Language Learners
- Daily PD morning time

Continuing learning for our teachers was expected for the school year. PD was designed based on SIP goals and Corporation expectations.

Purpose of Inquiry

Continuing our professional development and keeping teachers engaged in growing themselves as professionals.

- How can I improve my professional development within my building without overwhelming my staff?
- How can I give my staff professional development opportunities that fit our needs?
- What type of professional development is needed within our building?

Wondering

I wonder...

1. What will be the most impactful learning opportunity for my staff?
2. How can I incorporate our school improvement goals into my school year professional development?
3. How can I take advantage of our teachers' strengths and give them the opportunity to grow/stretch professionally?

Actions

Action 1: Setting Stretch Goals (A Handbook for High Reliability School)

- Used SIP Goals (Reading and Technology)

Action 2: Documenting Progress (Google Sheets, Google Forms)

- Mid-semester check and follow-up

Action 3: Check-IN (Staff Meeting, Grade Level Meetings)

- Semester check and follow-up

Action 4: Documenting Progress (Google Sheets, Google Forms)

- End of year check and follow-up

Data Collection

Google Form Responses



If you answered NO to reaching your Technology Goal...How can you rethink your goal and create one?

I have used various platforms of technology such as Seesaw and Boom Cards. For OG I did letter cards and blending on Google Slides, which worked great for home learning days, and something different in the classroom. I would like to continue you with goal and finding other ways to incorporate technology in fun ways. Matt shared a new one with me that I would like to try with students.

If you answered NO to reaching your Reading Goal...How can you stretch this goal a little more to push yourself into a new goal?

I have been using Seesaw, but need to use it more for comprehension and responding to text rather than just skill practice. I have explored reading passages and responding to the text through questions. I would like to now try a more open ended questions that need more student response.

Overall...Do you feel that the Stretch Goals helped you develop in either Technology and/or Reading as a teacher for our students? *

Yes. I feel like it made me use more technology in the classroom on a daily basis, and students know how to navigate multiple programs.

Our Data

Mid-Semester Check-in and Follow-up

- 68% of teachers did not feel they had made adequate progress in their stretch goals
- 18% of teachers felt they had made adequate progress in one of the stretch goals
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Our Data

Semester Check-in and Follow-up

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Our Data

End of Year Check-in and Follow-up

- 82% of teachers felt they had made adequate progress in both of the stretch goals
- 18% of teachers felt they had made adequate progress in one of the stretch goals

Discoveries

Teachers LOVED setting their own goals with parameters set by our School Improvement Goals.

They felt that teachers were more engaged and eager to develop personal goals by making themselves 'stretch' in these areas.

I've seen more teachers take risks this year in asking for outside PD or leading in-school PD (virtually).

What's Next

"I really enjoyed the accountability!"

Yes...it made me use technology more in my classroom."

We will use our School Improvement Goals to develop our next Professional Development schedule for the 2021-2022 school year. Once we have completed our state assessments and gather data I will set parameters for our Stretch Goals and will begin designing our PD plan for next school year.

Teachers are already putting in requests for the 2021-2022 school year for their own professional development outside of school. I look forward to using teachers' requests to help develop next year's PD plan!

"Stretch Goals pushed me to add things to my groups that I had been wanting to do."

"Yes...stretch goals have made me more aware...of my strengths that I could have brushed off."