

EAD 523 Developing Professional Capacity

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EAD 523: School Professional Development Analysis

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Clinical Field Experience C: PD for Improving Teaching Strategies

Increasing Staff Capacity

I sat down with Mr. Connor Doll the principal at St. Mary's Central High School and analyzed our school's professional development program. The entire professional development plan revolves around three focus points: Student Success, Data Driven, and Catholic Identity. All three align with the school's mission, vision, and core beliefs. The mission of St. Mary's Central High School is to provide an opportunity for its community to grow spiritually, academically and socially in a Christ-centered environment based on Catholic tradition.

Principal's Roles and Actions

Mr. Doll creates the professional development plan with the district administration of Light of Christ. However, he then implements the PD and helps develop classroom environments and teacher instructional abilities. He does this through monthly staff meetings, weekly classroom walk-throughs and observations, and quarterly PD sessions. He is constantly reviewing the PD program and making sure it is aligned with what he is teaching his teachers.

Teacher's Roles

The teachers of St. Mary's Central High School also play an important role in the development of the professional development program. Mr. Doll sends out staff surveys each spring to obtain feedback and gather data, so that he can create the professional development program for the upcoming school year. On top of the surveys, he also is seeking feedback and input throughout the school year in his individual meetings with the teachers and during his informal conversations with teachers.

CIP Alignment

The professional development program at St. Mary's Central High School is very connected to the continuous improvement plan for the school. As stated earlier, the professional development program is centered around three focus points. SMCHS is focusing on student success by developing a Social Emotional Behavioral Model to address concerns K-12. We are also preparing students for next level readiness. We are focused on being data driven by providing frequent and consistent opportunities for data analysis. Lastly, we are focused on Catholic Identity by promoting spiritual growth opportunities for staff.

Best Practices

We ensure that our PD program emphasizes research-based instructional/best practices by reviewing our program with Cognia, a non-profit, non-governmental organization that accredits primary and secondary schools throughout the United States and internationally. Each school year, a Cognia team will visit our school, meet with our staff and admin, and give us research-based performance standards that help us to achieve our goals.

Evaluating PD Program

After presenting professional development sessions, my principal seeks feedback from the staff. This may occur in an informal group conversation or a formal individual meeting. My principal is also incorporating satisfaction surveys for the staff for this upcoming school year. PSEL Standard 6 states "Effective educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being." (NPBEA, 2015) By seeking feedback, gathering data, and making new PD programs each summer, I believe St. Mary's Central High School and the Light of Christ School District are achieving this standard.

References:

National Policy Board for Educational Administration (2015). Professional Standards for Educational Leaders 2015. Reston, VA: Author.