



District Professional Learning Design Plan 2016-2017



School Division: Fort McMurray Public

Professional Learning Plan Management

Briefly explain how the Professional Learning Plan will be managed. Who will oversee the plan? Who will be responsible for the implementation of the plan?

Professional development will be aligned to the FMPSD Three Year Strategic Plan and FMPSD School Improvement Plans.

Dr. Brenda Sautner, Associate Superintendent Education and Administration will oversee the plan, the Education Department will take the lead for supporting schools in implementation.

Brief Description

Provide a general overview of the design plan including the following:

- Background or context for the plan (e.g., link to Three Year Education Plan and Alberta Education priority areas)
- Anticipated outcomes
- Who will be involved

Fort McMurray Public School District and District Schools have identified the following as priority areas of focus for the 2016-2017 school year:

- Math/Numeracy
 - Focus on early numeracy skills through the pilot implementation of an Early Numeracy Framework
 - Continue to provide professional learning opportunities for staff regarding instructional strategies and practices to promote Mathematical thinking, comprehension and mastery
- Inclusive Education
 - Effective teaching of **all** students including those identified as **English Language Learners, First Nations, Metis, Inuit and those with special needs**
- FNMI
 - Build teacher capacity for FNMI students to increase achievement, positive self-identification and sense of belonging
- Continued support for co-district collaborative professional learning

Challenges identified in the FMPSD Three Year Strategic Plan include:

Students

- Promoting resiliency and wellness in staff and students
- Improving achievement results
- Preparing **all** students to be successful in learning and life
- Making learning relevant for **all** students
- Keeping students engaged in learning
- Setting students up for success in life and developing citizens who value freedom, quality, compassion and respect for diversity
- Supporting cultural as well as learning needs

Staff

- Creating positive learning environments and address learning needs
- Using instructional practices that provide every student a sense of belonging, mastery, independence and generosity.
- Collaborating in school based instructional teams to enhance teachers' skills for educating a diverse student body and holding high expectations for student achievement.
- Ensuring professional learning communities provide regular opportunities for exchange of teacher expertise
- Using a variety of learning delivery modes to provide flexible learning opportunities for our students.
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System

- Providing additional physical, emotional and instructional support and enable all students to have an equal opportunity for learning success
- Integrating all learning supports into a continuum of services that prevent, intervene and/or ameliorate conditions that interfere with learning
- Using technology to improve learners' success and prepare them to participate in a knowledge based and technologically advanced society

Ultimately, the goal of professional development for Fort McMurray Public continues to be increase student achievement and district results. Post wildfire, ensuring the emotional well being of students and staff is also a priority. Professional Development opportunities will reflect these needs.

All instructional staff, including educational assistants, teachers, school and district leaders will be involved in striving toward the goal. This will include:

- collaborative professional learning days
- offset costs to participate in catalyst professional development offered through ERLC and/or ATA
- joint collaborative planning opportunities with Fort McMurray Catholic School District
- Involvement in ERLC Communities of Practice/ Advisory Committees

Outcome # 1 Every student is successful	
Outcome # 2 The achievement gap between First Nations, Métis, and Inuit students and all other students is eliminated	
Outcome # 3 Alberta's education system is inclusive	
Outcome # 4 Alberta has excellent teachers, school and school authority leaders	
STRATEGIES: What strategies or activities will be implemented to achieve the goal?	TIMELINE:
Monitor and enhance the use of the FMPSD Early Literacy Framework as a key instructional focus to increase readiness for literacy.	September - June
Continued development and piloting selected portions of FMPSD Early Numeracy framework as a key instructional focus to increase readiness for numeracy. <ul style="list-style-type: none"> A collaborative learning network has been formed to deepen practice using the Erikson Institute resources 	ongoing
A collaborative learning network has been established that will use ERLC math resources to support instructional practice in Division One classrooms	December, 2016-May 2017
A learning community made up of school FNMI liaisons and members of the local FNMI community meet regularly to discuss strategies to engage FNMI students	ongoing
Through a partnership with ERLC, FMCS D and FMPSD, Dr. Martin Brokenleg will be keynote presenter on during the January 27, 2017 Professional Day to promote resiliency and recovery	January 27, 2017
Instructional staff will spend the afternoon of January 27 engaged in learning activities that promote cultural understanding of the FNMI cultures and traditions, leadership to support FNMI, understanding trauma/loss and impact of residential schools. Schools will continue the learning from this PD Day through the development of action plans that outline strategies to engage FNMI students in learning. Such strategies may include <ul style="list-style-type: none"> Infusing cultural traditions into classroom routines and activities Developing Indigenous corners in school libraries Focusing school-based professional development on FNMI 	Ongoing post Jan. 27 - June 2016
Ten full day Professional Learning Fridays have been embedded in the 2016-2107 FMPSD calendar. This collaborative learning involves all Instructional staff. Professional learning Fridays include time for school staff members to work together toward identified goals as well as time for individuals to meet together with like minded groups to explore instructional practices that enhance learning.	September 2016-May 2017 May



<p>Continue to explore instructional strategies that support students who are learning English</p> <ul style="list-style-type: none"> • a joint FMCS D/FMPSD session has been scheduled through ERLC 	<p>ongoing February 10, 2017</p>
<p>Inclusive Education</p>	
<ul style="list-style-type: none"> • PEERs 	<p>Sept. 2017 face to face session Continued partnership with ERLC</p>
<p>Communities of Practice</p> <ul style="list-style-type: none"> • Behavior Community of Practice with Shane Lynch (Behaviour Academy) • Inclusive Education • Early Learning 	<p>Monthly meeting online (RSCD/Shane Lynch) Attend scheduled meetings Attend scheduled meetings</p>
<p>INDICATORS AND MEASURES OF SUCCESS: What data sources will be used to measure the impact? What evidence will indicate success? Exit slips to be completed after each cross school collaborative learning networking sessions or PD session. <i>What did I learn today that I will implement in my instruction?</i> Staff surveys Early Years Evaluation data (literacy and numeracy readiness) School action plans focusing on increasing success for FNMI students developed after the January PD Day with Dr. Brokenleg. Alberta Education Accountability Pillar and student achievement results</p>	
<p>ERLC RESOURCES USED: Online PD Resources, Catalyst/Strategic Professional Learning Opportunities, ERLC Regional Team (in-kind at a rate of \$1000/day) Videos and discussion guides Archived webinars Face to face ERLC sessions Participation in ERLC Communities of Practice</p>	



Final Deliverable: Sharing Your Story

The Division Professional Learning Design Plan is an opportunity for your team to reflect on the plan, the data you collected and the impact the plan is having towards your anticipated goals. We ask that you identify successes, unanticipated learnings and possible next steps and communicate your story.

Suggested methods of communication:

Blog, Camtasia, Newsletter, Web News story, Powerpoint.....

FMPSD will share our story through a visual representation
(We may even manage a video this year!)