

Kenmore Staff Development Center

On the move.....



 Plant some seeds.

Aligned with District Initiatives



Our mission is to be responsive to our school population and offer programs which enhance the professionalism of our entire Ken-Ton community.

Our workshop offerings are aligned with district goals and provide our entire staff with opportunities to further their knowledge of learning and instruction. We offer a wide range of workshops which are targeted toward the social and academic needs of our population of elementary, middle, and high school age students.

From the Classroom of Teachers into the Classroom of Students

Fact of the Day:

Teaching quality, supported by professional development, is the strongest school-related factor that can improve student learning.

(Nye, 2004)



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Guskey's Five Critical Levels of Professional Development Evaluation

Evaluation Level	Typical Questions Addressed	Typical Info. Gathering Methods	What is Measured or Assessed?	How Will Information Be Used?
1. Participants' Reactions	<ul style="list-style-type: none"> • Did participants like it? • Was time well spent? • Did the material make sense? • Will it be useful? • Was the presenter knowledgeable? • Did the physical conditions of the activity support learning? 	<ul style="list-style-type: none"> • Questionnaires administered at the end of sessions. • Focus groups • Interviews • Personal learning log • MeetingWorks internet-based sessions • Analysis of threaded discussion forums 	<ul style="list-style-type: none"> • Initial satisfaction with experience. 	<ul style="list-style-type: none"> • To improve program delivery and design
2. Participants' Learning	<ul style="list-style-type: none"> • Did participants acquire the intended knowledge or skill? 	<ul style="list-style-type: none"> • Paper and pencil tests • Simulations and demonstrations • Participant reflections (oral and/or written) • Participant portfolios • Case study analysis • MeetingWorks internet-based sessions • Analysis of threaded discussion forums 	<ul style="list-style-type: none"> • New knowledge and/or skills of participants 	<ul style="list-style-type: none"> • To improve program content, format, and organization

Evaluation Level	Typical Questions Addressed	Typical Info. Gathering Methods	What is Measured or Assessed?	How Will Information Be Used?
3. Organization support and change	<ul style="list-style-type: none"> • What was the impact on the organization? • Did it affect organizational climate or procedures? • Was implementation advocated, facilitated, and supported? • Was the support public and overt? • Were problems addressed quickly and efficiently? • Were sufficient resources made available? • Were successes recognized and shared? 	<ul style="list-style-type: none"> • District and school records • Minutes from meetings • Questionnaires • Focus groups • Structured interviews with participants and school or district administrators • Participant portfolios • MeetingWorks internet-based sessions • Analysis of threaded discussion forums 	<ul style="list-style-type: none"> • The organization's advocacy, support, accommodations, facilitation and recognition 	<ul style="list-style-type: none"> • To document and improve organizational support • To improve future change efforts
4. Participants' use of new knowledge or skills	<ul style="list-style-type: none"> • Did participants effectively apply the new knowledge and skills? 	<ul style="list-style-type: none"> • Questionnaires • Structured interviews with participants and their supervisors • Participant reflections (oral and/or written) • Participant portfolios • Direct observations • Video or audio tapes • Concerns-based Adoption Model 	<ul style="list-style-type: none"> • Degree and quality of information 	<ul style="list-style-type: none"> • To document and improve the implementation of program content

The Staff Center Continues to Strive for Observable &/or Measureable Student Learning Outcomes

Evaluation Level	Typical Questions Addressed	Typical Info. Gathering Methods	What is Measured or Assessed?	How Will Information Be Used?
5. Student Learning Outcomes	<ul style="list-style-type: none"> • What was the impact on students? • Did it affect student performance or achievement? • Did it influence students' physical or emotional well-being? • Are students more confident as learners? • Is student attendance improving? • Are dropouts decreasing? 	<ul style="list-style-type: none"> • Student records • School records • Questionnaires • Structured interviews with students, parents, teachers, and/or administrators • Participant portfolios 	<ul style="list-style-type: none"> • Student learning outcomes: <ol style="list-style-type: none"> 1. cognitive (performance and achievement) 2. affective (attitudes and dispositions) 3. psychomotor (skills and behavior) 	<ul style="list-style-type: none"> • To focus and improve all aspects of program design, implementation, and follow-up • To demonstrate the overall impact of professional development

District Collaboration is Key

The Office of Learning and Instruction works closely with the Center to ensure alignment of the Professional Development Plan with Staff Center professional learning.



Joi Chimera Presentation: Transferring Knowledge to Students

Next, we worked on getting our script done.



We used Google Docs to create our scripts.



We used multiple iPads to type, because we could all type at the same time.

KENMORE STAFF DEVELOPMENT POLICY BOARD

Nicole Pauly	Chairperson	Kevin Kruger	Co-Chair
Jill Ackerman	Support Staff Rep.	Dave King	Administrator
Lisa Mitchell	Teacher	Lynn Whitworth	Teacher
Robin Zymroz	Assistant Superintendent of Instruction & Student Services		
Phil Jarosz	Coach	Danielle Johnson	Teacher
Laura Anderson	Teacher	Katie Sacco	Teacher
Sue Goulette	Support Staff Rep.	Betty Sullivan	Counseling/Guidance
Kathy Ticco	Teacher	Kelly Loss	Parent Rep.
Dan Yox	Teacher	Dan Snitzer	Business Rep.
Alex Marcinelli	Teacher	Dianne Shadden	Area Rep. Coordinator
Andy Sacco	College Rep.	Jen Pitz-Jones	Non-Public Rep.
Dr. Jill O'Malley & Dr. Thomas Reigstad	Board of Education Representatives		