

TULSA PUBLIC SCHOOLS

Professional Development Expectations and Opportunities

Tulsa Public School Professional Development Vision:

All school personnel are members of a community of learners with the shared purpose of ensuring quality learning experiences for every student, every day, without exception.

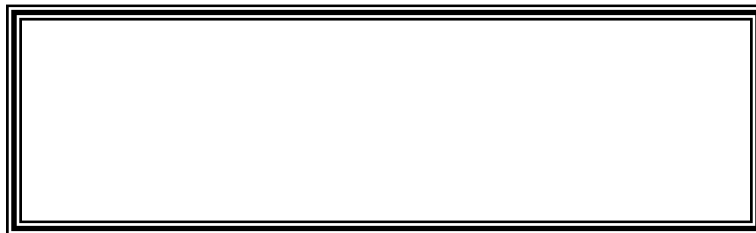
Tulsa Public Schools Professional Development Mission:

We are continuously improving the quality of student learning experiences through personal and organizational development of all school personnel.

It is the expectation that every educator in Tulsa Public Schools be committed to ongoing professional growth and development. Opportunities will be available at each school for educators to participate in job-embedded professional development. Teachers and administrators will assess the specific training needs at their school and design professional development to meet those needs. As the instructional leader at the school, each principal will take the responsibility for leading the planning for effective training for his/her school. The district professional development department will support these efforts.

The district professional development department will also provide ongoing district training opportunities that support the implementation of the *Tulsa Model for School Improvement*. These trainings will provide targeted support for effective teaching. These offerings are posted on the district website at: www.tulsaschools.org/tr/links.htm. Teachers may enroll online to participate in these professional development opportunities.

A full team of district Resource Teachers is also available to support teachers. This team works with individual teachers, teams of teachers, or entire faculties. Principals or teachers may invite these resource teachers to assist at any school. A list of the resource teachers is located on page 3 of this handbook. The Resource Teachers provide instructional support and training by modeling lessons for teachers, by planning with teachers, and by presenting professional training on specific topics.



Examples of Training Opportunities:

The following strategies/approaches/programs have successfully assisted schools in moving forward with the implementation of the TPS Model. The district will continue to provide professional development for the following:

- Leadership Training
- Standard District Curriculum Meetings
- Target Teach
- Tulsa Model Stage I
- Tulsa Model Stage II
- TRIBES
- Ruby Payne's *Framework for Understanding Poverty*
- Four Block Reading Framework
- Integrated Thematic Instruction
- *Breaking Ranks*
- Technology Integration
- Conceptual Curriculum Development
- Creating Brain-Compatible Environments
- *Instructional Strategies that Work*, by Robert Marzano
- Data-Driven Decision Making
- Multicultural Education and Diversity Training
- Engaging Parents and Community Members
- Deepening Content Knowledge
- Cooperative Learning
- Problem-Based Learning and Inquiry-Based Instruction
- Organized Investigator
- Using Standards, Benchmarks, and Pacing Calendars
- Performance Excellence Training
- Technology Use
- Multiple Intelligences

Professional Growth Plans:

Each educator is expected to develop a professional growth plan each year that outlines professional goals and objectives. Principals use a variety of formats as they work with their teachers to develop these plans. **A sample is included in this handbook on page 113.** Teachers are encouraged to use the Implementation Continuum Checklist, **beginning on page 87**, as a guide for setting professional development goals. This checklist is designed to be a personal assessment that the teacher uses to determine training needs that he/she might wish to pursue to support individual professional growth. Schools, teams of teachers, or departments might also use this checklist to determine their common training needs.

It is expected that all Tulsa Public Schools educators model for our students the commitment to lifelong learning. Through our own professional development pursuits, we demonstrate to students that we value learning and are dedicated to improving our own skills and understandings.