

Chapter 6: Staff Development

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Teachers are the key to providing a dynamic learning environment for all students.



Staff Development

Introduction

To implement the Minnesota Graduation Standards, special education teachers will need to assume new roles and learn additional methods of delivering curriculum. This focus on learning and instruction will require more collaborative efforts than ever before at state, regional, and local levels. The school culture, the norms, values, beliefs, and traditions that have been created over time must support this focus. New knowledge, skills, and ways of providing learning opportunities will need to be developed and implemented.

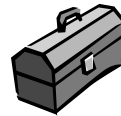
A key element to the success of improved quality of learning in special education classrooms will be strong professional staff development initiatives and planning. State level staff development is available to support standards implementation.

Districts should consider the following when planning professional development activities:

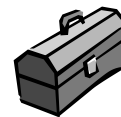
1. Staff development must be specifically tied to school curriculum.
2. Successful staff development is ongoing.
3. Administrative support is critical.

4. Adequate resources must be provided.
5. Review/evaluation of staff development efforts should demonstrate improved student achievement.

The National Staff Development Council recommends that districts identify individual, program, and district needs and design staff development opportunities to meet those needs. Districts may use the following tools to develop a successful staff development program for understanding the Minnesota Graduation Standards:



Checklist: Self-Assessment for Determining Individual Needs in Understanding the Graduation Standards, page 6-2.



District, Site, and Individual Level Staff Development Planning Chart, page 6-3.

Checklist: Self-Assessment for Determining Individual Needs in Understanding the Graduation Standards

Please check the response that represents your need for each area.

Want to know more	Proficient	
<input type="checkbox"/>	<input type="checkbox"/>	Basic information about the Profile of Learning
<input type="checkbox"/>	<input type="checkbox"/>	Understanding the eleven learning areas
<input type="checkbox"/>	<input type="checkbox"/>	Understanding the 101 standards from primary through high school
<input type="checkbox"/>	<input type="checkbox"/>	How to write performance assessments
<input type="checkbox"/>	<input type="checkbox"/>	How to access assessment models
<input type="checkbox"/>	<input type="checkbox"/>	How to score assessments
<input type="checkbox"/>	<input type="checkbox"/>	How to determine accommodations, modifications and exemptions
<input type="checkbox"/>	<input type="checkbox"/>	How to report student achievement
<input type="checkbox"/>	<input type="checkbox"/>	Required documentation on the IEP
<input type="checkbox"/>	<input type="checkbox"/>	Other: _____

District, Site, and Individual Level Staff Development Planning Chart

Use this planning chart to identify training needs, the level at which the training should take place, and who should be responsible for organizing or delivering the training:

- District
- Site
- Team
- Individual

Organization Level	Identified Need	Workshop/Training Description	Staff Member Responsible
<i>Example:</i> District	How to score assessments	Training in how to use state rubrics and the state 0–4 scoring system	Grad technician

State-Level Staff Development Offerings to Support Standards Implementation

Staff development has been delivered through the Department of Children, Families & Learning to achieve the following goals:

Goal	Workshop/Training	Resources
<ul style="list-style-type: none"> to increase basic understanding about standards to increase collaboration between special education teacher and general education teacher 	CAPS training	
<ul style="list-style-type: none"> to individualize training to meet specific teacher/district needs 		Improvement Support Team teachers
<ul style="list-style-type: none"> to increase understanding of best practice in delivering the graduation standards 	MEEP conferences	Best practice networks
<ul style="list-style-type: none"> to increase understanding of subject areas and embedding graduation standards into those areas 	Summer workshops	
<ul style="list-style-type: none"> to provide current state information about the standards 		http://cfl.state.mn.us