

St. John's Lutheran School

Staff Development Plan

Spiritual Development

Spiritual growth is vital to the position that we hold as Lutheran educators. It is important that we plan an opportunity into our personal day to talk to God and study His word. In addition to your personal time spent with God, we take the following scheduled opportunities at St. John's:

-Teacher-led devotions

Every Monday (or first day of the week) and Wednesday morning (7:20)

- Staff-led Bible study at faculty meetings

1st Monday of each school month

- Prayer partners

At close of each faculty meeting

- Weekly chapel services

Fridays at 8:15

Individualized Computer-Aided Instruction

Web links to the following areas of instruction are annually given to the faculty and staff by our nurse. Sign the checklist to verify that you have read, studied, and completed training in the following areas:

- Anaphylactic Reactions and Treatment

- Bloodborne Pathogen Training

- Medication Administration Training

- Diabetes Training

On-site Annual Training Opportunities

The following areas of instruction are typically done at our campus.

- Mandatory Reporting

Instruction by Carver County social worker at either the before or after the school year meetings.

- Recognizing Child Abuse

Instruction by Carver County social worker at either the before or after the school year meetings.

- Technology Training (Before/After school, or during, as appropriate)

Topics to be chosen by the technology person or by a current need that arises from the faculty. Topics include operating system

changes, upgrades to smart board software, new sites/discoveries that become available, Google Docs, Sheets, Drive, etc, security issues, and the like.

Members of our faculty or staff, or other knowledgeable people in their areas may present topics of interest.

- **Emergency Procedures review**

- (August faculty agenda item)
 - Formation of Review committee to update and propose changes, if any.

Offsite Annual Training Opportunities

The following workshops/conferences are required, if offered.

- **Best Practices workshop @ MLHS**

Typically the week that teachers return in August

- **Lutheran Educator's Conference – Mankato, MN**

October

(**FYI** – Our Lutheran Continuing Education Committee works closely with the conference planners in an effort to offer as many sectionals as possible that meet requirements for teacher re-licensure.)

Scheduled Training Opportunities

First Aid Training (at Ridgeview-Waconia)

- Two year rotation

CPR Training (at Ridgeview-Waconia)

- Three-year rotation

MN South District Church worker's Conference

- Scheduled every third year. MN South District will share dates.

Individual Opportunities

Individual opportunities for faculty members to attend workshops and seminars are encouraged. We budget money through the church budget. We also have money that is available to us through our public school district earmarked for workshops. District money used for workshops cannot be religious in nature. Ask your administrator if you would like to attend a workshop that you feel would benefit your teaching.

Social Development Opportunities

- **Annual Church & School staff retreat**

- Early to mid August

- **½ day Staff retreat**

- January or March

- **"Thank-you" luncheon**

- Late May or early June

During the 2017-18 school year

- Many meetings will be devoted to developing our NLSA self-study. Plan on this to be on the agenda every meeting throughout the school year.
- Social Studies is the subject for review for the 2018-19 school year.

Mandatory Continuing Education Opportunities

In order to maintain your MN teaching certificate, 125 clock hours must be earned within your 5-year licensure period. Within this 125 clock hours, certain mandatory requirements must be met. Below is a listing of the mandatory areas, along with some online resources that can be utilized to fulfill these mandates—some at no cost to you.

In addition to physically attending workshops, there are online sources that can be utilized to satisfy the requirements for these mandated classes. Here are some of the many.

South Central Service Cooperative

<https://mnscsc.org/teaching-learning/relicensure>

Staff Development for Educators

<http://sde.com>

MN Association for Children's Mental Health

www.macmh.org

edWeb.net

<https://home.edweb.net>

Professional Learning Board

<https://k12teacherstaffdevelopment.com/member/login>

(The following is taken from the MN Department of Education website.)

Positive Behavioral Intervention Strategies

Applicants must include in their professional development activities which address positive behavioral intervention strategies.

Accommodation, Modification, and Adaptation of Curriculum, Materials and Instruction

Applicants must include in their professional development activities which address accommodation, modification, and adaptation of curriculum, materials, and instruction to appropriately meet the needs of varied students in achieving graduation standards (i.e., differentiated instruction).

Key Warning Signs for Early-Onset Mental Illness in Children and Adolescents

Applicants must include in their professional development activities which provide an understanding of key warning signs for early-onset mental illness in children and adolescents. The 2016 Legislature requires a separate mandatory minimum of at least one hour of **Suicide Prevention Best Practices** as part of the renewal condition for Early-Onset Mental Illness in Children and Adolescents.

Reading Preparation

Teachers must have in-service preparation in scientifically-based reading instruction, which the law identifies as: "instruction and practice in phonemic awareness, phonics and other word-recognition skills, and guided oral reading for beginning readers, as well as extensive silent reading, vocabulary instruction, instruction in comprehension, and instruction that fosters understanding and higher-order thinking for readers of all ages and proficiency levels."

Note: the following licensure fields are exempt from evidencing the reading preparation renewal requirement: school counselors, school psychologists, school nurses, school social workers, audiovisual directors and coordinators, recreation personnel.

Technology

Instruction or other professional development activities that integrate technology effectively with student learning to increase engagement and student achievement. Note: Licensed school personnel who do not provide direct instruction to students, including, at least, counselors, school psychologists, school nurses, and school social workers are exempt from this requirement.

English Learners

Evidence of growth in best teaching practices for meeting the varied needs of English learners from children to adults. Minnesota statute requires this as part of the Reflective statement described below.

Reflective Statement of Professional Accomplishment and Assessment of Professional Growth

A statement that demonstrates professional reflection and growth in best teaching practices, including among other things, practices in meeting the varied needs of English learners, from children to adults.

1. Support for student learning;
2. Use of best practices techniques and their applications to student learning;
3. Collaborative work with colleagues that includes examples of collegiality such as attested-to committee work, collaborative staff development programs, and professional learning community work; or
4. Continual professional development that may include (i) job-embedded or other ongoing formal professional learning or (ii) for teachers employed for only part of the

renewal period of their expiring license, other similar professional development efforts made during the re-licensure period.

Suicide Prevention

(This is a new category that is still being developed. It actually may not make the list of mandatory requirements. Once the state committees have determined its fate, it'll be shared with you.)