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# What does Professional Development currently look like in your school/district?



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# ***PD LIFT***

***The Future of Professional Development:  
How to Improve the PD Culture in Your  
Building or District Using Online,  
Blended, and In Person Learning***

**Max Achtau and Rich Czyz**

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# What is PD LIFT?

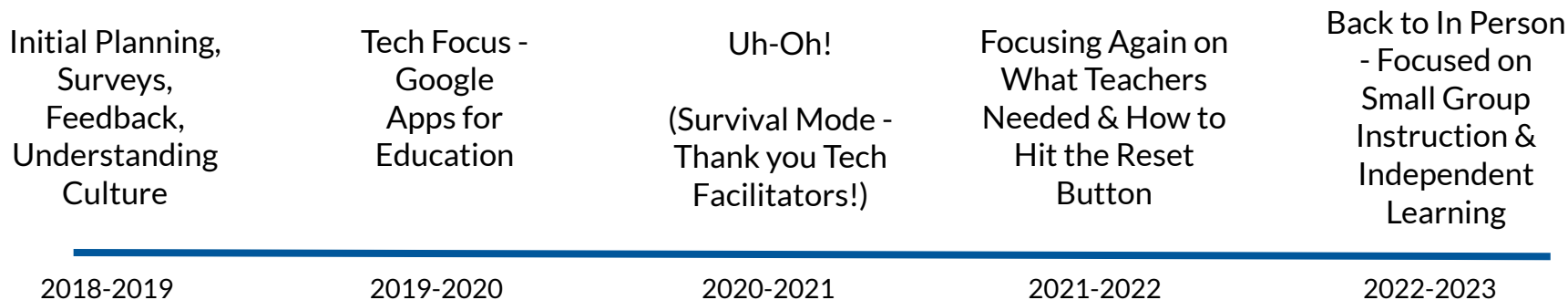
## Professional Development

### Learning and Innovation From Teachers

- ➔ **Teacher Centered & Designed**  
For Teachers By Teachers
- ➔ **Collaborative**  
Grade Level Collaboration Across Buildings and Calibration Tool
- ➔ **Connecting District Goals to Classroom Outcomes**  
How does Professional Learning impact what's happening in the classroom?
- ➔ **Giving Teachers Time & Choice**

*This Year's Focus:* Centers and Small Groups

# PD LIFT - A Timeline



\*\*\*District PD includes 4 PD Days (2 District, 2 Building), Monthly PD Offerings Online, 2 Building Meetings per month, Optional Grade Level Meetings with Supervisors - Monthly

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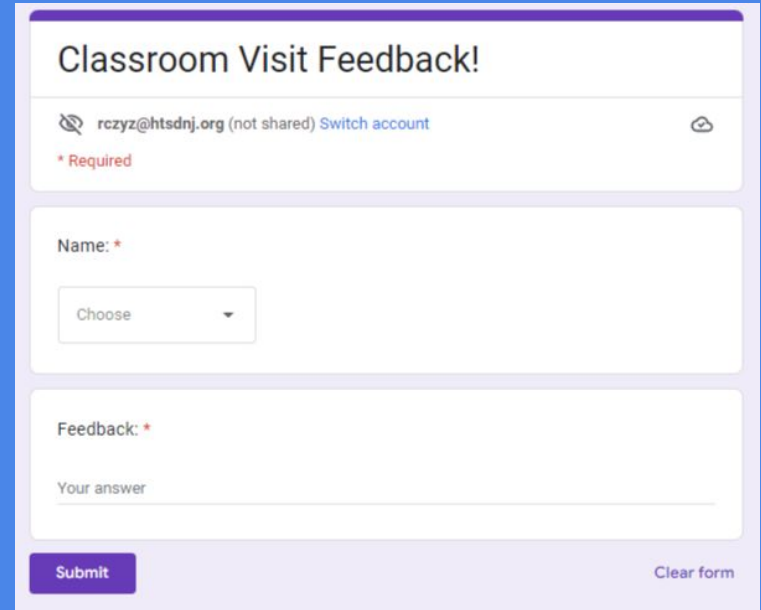
**What does Professional  
Development currently  
look like in your  
school/district?**



# Feedback = Growth

## A Simple Strategy for moving forward!

- **Google Form**  
Teacher Name and Feedback
- **Classroom Visits**  
Could be Admin Walkthroughs or Collaborative Teacher Visits
- **Share the Feedback/Results**  
Email to Teacher and gather data on instruction/learning
- **ScIP Committee** - What' should we do next month? Teacher feedback is critical.



The image shows a Google Form titled "Classroom Visit Feedback!". At the top, it displays the user's email "rczyz@htsdnj.org (not shared)" with a "Switch account" link and a cloud icon. Below this, a red asterisk indicates a required field. The form contains two main sections: "Name: \*" with a dropdown menu currently showing "Choose", and "Feedback: \*" with a text input field labeled "Your answer". At the bottom, there is a purple "Submit" button and a "Clear form" link.

# When you ask for feedback, use it!

## **ACTUAL PD IMPROVEMENTS**

One of the worst things an educator can do is ask for feedback, then never use it. Gather feedback, reflect on it, and make changes that improve the product. Professional Development should be constantly evolving.

# PD Culture

## Focusing on Professional Learning

- **Making It Easy**  
Subtract From, Not Add To Teacher Plates
- **Connecting/Reconnecting Teachers**  
Teachers need TIME to meet together consistently to share!
- **Trust Your Team - Let them work**
- **Providing Multiple Options for Busy Educators**  
Live, Asynchronous, & On-Demand



# Bite Size Chunks of PD

## Like Eating an Elephant

### → #Copier PD


Use the time with a Captive Audience

### → #PottyPD

Another Captive Audience - Share something valuable


### → Instead of Email, PD-mail

Once a week, send a quick email with a PD tip, trick, or resource



### #CopierPD

Copy 15 January




### #InstructionalFocus

#### First Chapter Friday

"First Chapter Friday is a sneak-peek of a novel to entice your students to want to read the rest of the book. You (or a student) reads aloud just the first chapter of a book. The goal is to get your students so intrigued by the first chapter, that they want to read more! It's important that you find some awesome books that have epic first chapters! You want to leave your audience hooked and begging for more. Allow students to check the book out right away! This is a crucial part of the process. Students will be so excited about the new book that you share, they'll be eager to get their hands on it! If more than one student is interested in the book, do a raffle drawing. Then create a list for the next in line."


*Credits: The Colorful Apple*

### #MemeoftheMonth




### #TechTip

Breaking down our four walls and giving our students experiences from around the world can lead to impactful student learning. Participating in virtual field trips is a great way to expose our students to global communities while also fostering empathy and compassion for each other and our planet. Scan the QR code below to find a curated list of virtual field trip opportunities. It will continue to add as I come across connections.




### #PottyPD



#### Episode 1 - April, 2018

9 Reasons we use worksheets and what else we can do [@cultofpedagogy](#) - From [@cultofpedagogy](#)-Jennifer Gonzalez - Frickin' Packets - March 26, 2018 <https://goo.gl/qdR4A4>



1. No Textbooks, No Tech - If our books or tech aren't good, we make copies of materials to serve the same purpose.

A- Even if you find a good source, not all parts may be valuable.  
B- Beware of cute- scrutinize your source.  
C- Not all students need the same thing.

2. For Skills practice - to give students practice with material- most common in math

Questions to consider:  
A- How much practice is needed? Does every student need the same amount?  
B- Would other activities be more beneficial?  
C- If you are recording a grade, it's not practice

3. To differentiate -personalize learning for each student

Is this really personalized? Can you flip the classroom. Can you have students self-select activities?

4. Crowd Control - with large classes it's easier and helps maintain control, keeps them in their seats, and working quietly

A- Paired work, station work  
B- Split the class, half at seats, half doing active work.

5. Substitute Plans - They make it easier on the sub

A- Make sure that worksheets are more than just practice  
B- If you know you're going to be out, teach students to lead the class  
C- Make your planning more specific so content can be taught

6. Grade level alignment - this is uninspired for sure and no reason to use worksheets

Question the integrity of advertised alignment to standards. Check dates, know your standards

7. Bell Rings/Morning work - it must be meaningful work when you walk in

A- Self-selected reading  
B- Great anticipatory set activities to start morning off ex: show image and have students write about it.  
C- Morning choice: Variety of choices to start. Could include Artistic expression, problem-solving, computer time, games, Legos

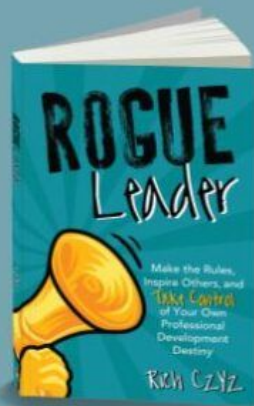
8. Some kids like worksheets- Some feel it is a quiet calm way to work - What's the purpose?

It can be a choice but make sure they know why.  
A- Make it an option for free time  
B- Have it as a practice activity after instruction

9. Fine motor practice for the little ones

A- Make it specific  
B- Make it individual

# Ready to Go **ROGUE**?



Join a Voxer Book Club of

## **ROGUE Leader:**

Make the Rules, Inspire Others,  
and Take Control of Your Own  
Professional Development Destiny

Earn your  
Official Digital  
#ROGUELeader  
PD Badge for  
participation!



**Jan 30 - Feb 24, 2023**

To join the Book Club:  
[bit.ly/ROGUELeaderBookClub](https://bit.ly/ROGUELeaderBookClub)

Pick up a copy of the book today from Amazon or Barnes & Noble.









# Never Stop November

## How will you continue to LEARN?



### Professional Development Challenge!

Join us on 11/1 at 3:45pm for Tech-Mex Thursday! <input type="checkbox"/>	Share a Reflection on the Yardville PD Flipgrid! <input type="checkbox"/>	Join Twitter/ Share a Tweet of Something happening in your class!  <input type="checkbox"/>	Share a new Flipgrid Topic with your students and have them record a response. <input type="checkbox"/>	Participate in a Friday Afternoon Walkabout - Walk & Reflect for 5 Minutes! <input type="checkbox"/>	Write down 10 Higher Order Thinking Questions for an upcoming Unit of Study  <input type="checkbox"/>	Join our Instructional Design Mini-PD on 11/2 at 8:15am <input type="checkbox"/>
Try a Mystery Google Hangout w/ students!  <input type="checkbox"/>	Host a Brainstorming Session with a colleague or colleagues! <input type="checkbox"/>	Read an educational blog post and share your learning with a colleague. <input type="checkbox"/>	Listen to an episode of the <a href="#">DITCH THAT TEXTBOOK Podcast!</a> <input type="checkbox"/>	Participate in the #HISDPD Twitter Chat on Nov. 14th at 7pm!  <input type="checkbox"/>	Learn about a new App or website and implement/use with your students. <input type="checkbox"/>	Join our Student VOICE & CHOICE Mini-PD on 11/16 at 8:15am <input type="checkbox"/>
Go observe a colleague during your Prep & implement a new idea! <input type="checkbox"/>	Listen to an episode of the <a href="#">StartEdUp Podcast</a>  <input type="checkbox"/>	Visit a colleague's classroom, and borrow an idea to implement in your own classroom. <input type="checkbox"/>	Start a reflection journal. Write about how your day/week went and what you can improve. <input type="checkbox"/>	Participate in our Staff Book Club!  <input type="checkbox"/>	Go observe a colleague during your Prep & provide feedback on their lesson. <input type="checkbox"/>	Participate in Podcasts & Pedometers on 11/30 at 8:15am (Bring Your Phone!) <input type="checkbox"/>

Take charge of your own PD! Join our November Challenge.

Complete each task, check off the box, & have an Accountability Partner initial the box!

Hand in your Challenge Checklist to earn the following rewards:

5 Tasks - Free Dress Down Day

10 Tasks - A Chance at a \$25 Amazon Gift Card

15 Tasks - 1 Free Coverage Period

\*\*\* Rewards are Cumulative!

#NeverStopLearning

[Click here](#)  
for a  
[editable](#)  
[template](#)

## Friday Focus From Mr. Czyz

Issue #171 - Nov 18

Each week, I will share a Friday Focus, including important information and upcoming schedule reminders. I will also include other inspirational videos, lesson or subject specific ideas, as well as sharing out some of the things that I am learning about. Please enjoy!



**Sunnybrae**  
STINGERS

### *Sunnybrae News, Volume III* *September 23rd, 2022*

Dear Sunnybrae Faculty,

It was great (after two years) to get together in person at YHS for PD Lift yesterday. Our goal for this year - focusing on engaging centers for small group instruction and independent learning - will help us push our students to meet or exceed the grade level standards in Math and ELA. To keep record keeping easy, I will keep track of everyone's attendance for PD LIFT meetings. I created a Google Sheet Attendance Log to help you keep track of your PD Hours this year. This will come in handy when you complete your Summative Evaluation (Domain IV) in May.

Happy Weekend.

Max

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**PD TAG (Take And Give)**

**Get up and find someone to  
share a successful PD  
strategy you use or want to  
use!**





Order  
your  
own!

# PD LIFT!

## Our BIG Takeaways

- Goal Planning (schedule for the year and beyond - 1 yr, 3 yr, 5 yr) - cohesiveness
- It's a Marathon, not a Sprint
- Model expectations
- PD Culture will develop, either positively or negatively
- Feedback is KEY!
- Use the resources you have!

## Don't Forget the Little Things!

- Thank You Notes!
- Establishing Trust!
- Food/Treats/Prizes go a long way! Fun :-)
- Pausing when necessary  
- reading your team
- Admin on the same page  
& communicating the same message



# A ROGUE PD BONUS!

## Switching Up Staff Meetings

### → Podcasts & Pedometers

Thanks to Meredith Akers

### → The 15 Minute Standing Meeting

### → Picnic PD

### → PD Walk & Talk

### → Chat Stations

Thanks to Jennifer Gonzalez

### → Chopped PD

Thanks to Mandy Ellis



ROGUE Leader

### One Page PD: The 15 Minute Meeting

If you feel like you are wasting time at staff meetings, chances are you might be right. A typical staff meeting might last forty-five minutes or one hour, but probably could be accomplished in less time if the fluff were eliminated. Try the 15 Minute Meeting for your next PD session!

1. Gather everyone in a large meeting space.
2. Have everyone stand in a circle. (If colleagues have difficulty standing for a length of time, provide a seating option.)
3. Explain the Pass Rule: If you don't have something to share that is valuable to the rest of your colleagues, you can simply pass and move on to the next person.
4. Set a timer for 15 minutes.
5. Start the timer and let each person share an update in turn. It could be something that they recently learned, a question they are struggling with, a project that they are looking for help with, or a celebration of a success!
6. Every thought, question, idea, pitch, recognition is greeted with a respectful ear from the rest of the audience to ensure efficient use of the allotted time.
7. Remember to encourage participants to pass if they don't have an update.
8. Go around the circle until everyone has had a chance to share.
9. Hopefully, you were able to complete the meeting in under 15 minutes. If not, try again next time!

[fourclockfaculty.com](http://fourclockfaculty.com)

#4OCF

[Click here for One  
Page PD Directions!](#)

# — Appreciation, Apology, Aha!

Circle up and share an:

- \*Appreciation - Thanks or Gratitude
- \*Apology - Repair or Restore a Relationship
- \*Aha - Idea, Spark, or Takeaway

(Simply say PASS if you don't want to share)

# Thanks!

- HTSD Central Office Team (Superintendent, Directors, and Support Staff)
- Technology Staff and Facilitators
- Curriculum and Special Ed Supervisors
- James Sterenczak (Principal of Yardville Heights)
- Most Importantly, our Teachers and Colleagues

# Good luck!

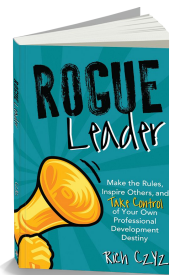
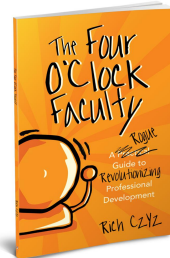
We hope you'll use these strategies to help improve Professional Development in your school or district.

Reach out if you have any questions:

Max Achtau ([machtau@htsdnj.org](mailto:machtau@htsdnj.org))

Rich Czyz ([rczyz@htsdnj.org](mailto:rczyz@htsdnj.org))

For more PD ideas, check out these books!



## **Small Steps that Build Culture!**

### **What are your next steps?**

- ➔ Attend a CoffeeEDU or start your own
- ➔ Share some of your knowledge at your next staff meeting
- ➔ Organize others to share their knowledge at your next staff meeting
- ➔ Host a lunch and learn
- ➔ Create a PD newsletter