

Professional Development Report

Background

The Livermore Valley Joint Unified School District (LVJUSD) holds as its mission to ensure each student graduates with the skills needed to contribute and thrive in a changing world. The Board of Education identified as one of the Core Values for Teaching and Learning “to continually develop and support a high-quality staff that is committed to innovative teaching”. Each employee plays a critical role in creating a safe, caring, and engaging learning environment and equipping students with the knowledge, skills, and critical thinking to embrace challenges and opportunities they will encounter in the future. As stated by John Dewey, “If we teach today’s students as we taught yesterday’s, we rob them of tomorrow.” LVJUSD employees are eager to remain skilled and current in their practice to prepare our students for the future.

Professional development to acquire new and advanced skills and to expand knowledge, leadership and critical thinking is a necessity in moving our district forward. It is essential as we challenge our students to reach their greatest potential. According to a Learning Forward publication, *Why Professional Development Matters*, by Hayes Mizell, “In education, research has shown that teaching quality and school leadership are the most important factors in raising student achievement. For teachers and school and district leaders to be as effective as possible, they continually expand their knowledge and skills to implement the best educational practices. Educators learn to help students learn at the highest levels.”

The LVJUSD’s Professional Learning Communities (PLCs) are an essential forum for staff to share, problem-solve, and learn together. PLCs take place throughout the workday and year, and during designated weekly professional development and collaboration time. Professional learning supports the development of individuals and the alignment of team, school, and District goals. As stated on the Learning Forward website, “Increasing the effectiveness of professional learning is the leverage point with the greatest potential for strengthening and refining the day-to day performance of educators.”

Employees in all positions are offered professional development and training, incorporating the delivery and application of content, along with structured time to collaborate, share best practices, and effective and efficient strategies.

Classified, certificated, and management staff are dedicated and embrace their roles and responsibilities to support student learning, programs, and opportunities for our students.

Status

Our Board of Education and our District leadership recognize that all staff members of the LVJUSD must be allocated time and support to acquire, improve, and enhance professional knowledge, practices, and skills. During the 2017-18 school year and through the summer of 2018, staff embraced relevant and timely professional development. The flexible Professional Development Day for certificated staff provided the option of individualized professional growth for teachers. Flexible professional development included a range of activities such as attending workshops on academic content; teaching students with special needs; learning with peers about integrating technology; resources to enrich the curriculum; and/or online compliance trainings. Teachers also attended workshops and trainings on specific specialized District programs including *Project Lead the Way* elementary, middle, and high school engineering, and International Baccalaureate. District-wide, enhancing student reading, writing, listening and speaking, and math were areas of focus in all content areas.

The chart on the following pages highlight samples of key professional development delivered in the LVJUSD during the 2017-18 school year:

Professional Development	Target Audience	Number of Participants (Approx.)	Description/Topics
Leadership			
Leadership Institute August 2018	Site Administrators, Leadership Teams, and Board Members	~190	This year, the two-day Leadership Institute focused on our District's new "Framework for Success" which is modeled after the Multi-Tiered Systems of Support (MTSS) framework. The Site Instructional Leadership teams learned about the three major areas in that framework of: Academic Support, Behavioral Support, and Social-Emotional Support
Leadership Workshop August 2018	Leadership	54	<i>Strength in LVJUSD</i> theme for a workshop focused on leading change and communicating the "why, how and what" based on Simon Sinek's book <i>Find You Why</i> ; data analysis
Special Board Workshops	Board Members and Cabinet	19	Topics included: Bond projects, plans, options and status updates, state funding and eligibility, change order process and project delivery methods/contracting options; project labor agreements; development of Core Values for Teaching and Learning; budget planning and prioritization
Superintendent K-12 Principal Meetings	K-12 Principals	18	Technology Plan, Multi-Tiered Systems of Support (MTSS); school safety and security; school accounts; Single Plan development; introduction to Choose Love; Standing/Leaning on Shoulders; Addressing and Avoiding Microaggressions; Becoming a Courageous and Compassionate Communicator; crisis and testing communications, and other topics involving outreach and messaging to parents, guardians, and community
Cabinet Meetings	Cabinet Members	13	Webex training – Fiscal Crisis and Management Assistance Team (FCMAT); Webex presentation: Energage survey results; Choose Love enrichment curriculum; school safety and security; CA Dashboard and accountability system; policy review; budget priorities and development; legal mandates and legislation
Emergency Communications School Site/District Liaisons Training	District Communications Team and Site Liaisons	52	Training and practice in preparation for emergency situations and the State-wide California <i>Great Shake-Out</i>
Emergency Disaster Training	Site Administrators, Site Secretaries, District Office Staff	88	Staff participated in the State-wide California <i>Great Shake-Out</i> earthquake and disaster emergency training
Administrative Services			
K-12 Principals - Human Resources Professional Development	K-12 Principals	20	Principals participated in monthly professional development facilitated by Deputy Superintendent, Chris Van Schaack and Director of Human Resources, Melissa Theide. Topics included: Safety; Site Supervision; Evaluations/Goal Setting; Recruiting/Hiring; New Staff Orientation; Absence Reporting/Notification; Procedures for Administrative Leave; Negotiations Updates; Budget Updates/Priorities; District-wide Discipline Practices; Suicide Prevention Policy & Protocols; Special Education and General Education Curriculum and Instruction; Enrollment/Staffing; Student Transfer Process; Recycling Plan; New Programs; Truancy; Volunteer Guidelines; Measure J Bond Updates; Crisis and Testing Communications, Donation Request Letters and

			Other Topics Involving Outreach and Messaging to Parents and Guardians
Business Services			
Classified Professional Development Day	Classified Office Staff	40	Volunteers, HR forms and procedures, customer service
Standardized Account Code Structure (SACS) Training	Classified Office Staff	40	SACS account codes
Escape Training - Purchase Order Training	Classified Office Staff	40	Entering purchase orders
Escape Training - Stores Training and Purchase Order Overview	Classified Office Staff	40	Entering stores orders
Escape Training -Open Workshop for Entering Purchase Orders	Classified Office Staff	varied	Entering purchase orders in Production
Escape Training -Open workshop for entering Purchase Orders	Classified Office Staff	varied	Entering purchase orders in Production
Escape Training - Training on Approving Purchase Orders	Directors and Principals	30	Approving purchase orders in Production
Community Engagement			
Blackboard Communications	Principals	18	New Blackboard communication tools including website, messaging system, and mobile app.
Various Communication Tools and Methods	Principals	18	Topics presented with principals during several monthly meetings: crisis communications; testing communications; donations request letters; and other topics involving general outreach and messaging to parents/guardians.
Curriculum			
K-5 Principals Meetings	K-5 Principals	12	Monthly professional development for principals to hone curriculum and instructional leadership practices. Topics included: Illuminate; Pacing Guides; Triad Conversations; ILT/PLC work; Walkthrough Techniques; Data Teams; Investigations3 Math; and Instructional Rounds
6-8 Principals/VP Meetings	6-8 Principals, Vice-Principals	11	Monthly professional development for principals to hone curriculum and instructional leadership practices. Topics included: Illuminate; Pacing Guides; Triad Conversations; ILT/PLC work; Math Data; Common Formative Assessments; Supplemental History materials; Online learning programs; Walkthrough Techniques; Data Teams; and Instructional Rounds
9-12 Principals/VP Meetings	9-12 Principals, Vice-Principals	11	Monthly professional development for principals to hone curriculum and instructional leadership practices. Topics included: Illuminate; Pacing Guides, Triad Conversations; ILT/PLC work; Math Data; New Course Offerings; Middle College; NGSS; Online learning programs; Walkthrough Techniques; Data Teams; and Instructional Rounds
New Hire Orientation	New Hires to LVJUSD	70	Informed teachers of district technology and curriculum resources.
NGSS Review for Elementary Science	Elementary Science Teachers	19	Met with teachers to plan instructional units for the start of the year and future meetings. Meetings were held regularly throughout school year. Reviewed NGSS with principals.

Next Generation Science Standards (NGSS) Review for Middle School Science	Middle School Science Teachers	21	Met with teachers to plan instructional units for the start of the year and future meetings. Meetings were held regularly throughout school year. Reviewed NGSS with principals.
Rollout of TelePresence Units	LVJUSD Staff and Students	40	Worked with IT technicians to set-up TelePresence units at sites. Worked with other TelePresence coaches to share information. Working with groups to begin use of WebEx for meetings.
TelePresence Program	All Sites	30	Attended meetings for TelePresence coaches. Share information with administrators and staff. Created guides for use of TelePresence equipment. Plan PDs for next year.
Goal Setting	Teachers	100	Teachers were presented with an overview of our District goal writing process. Tri Valley Teacher Induction Program (TVTIP) coaches then assisted small groups of grade level alike teachers in writing their goals.
Introduction to Investigations3 Math Program	K-5 New Teachers and Those Needing a Refresher	12	Training included introduction to the Investigations3 materials, LVJUSD math pacing guides, and resources for teaching math
Investigations3 Math Make and Take	K-5 Teachers	10	Teachers came to prepare and plan for math; teachers discussed with math coaches components of the program and ways to organize and plan for the upcoming school year.
Fraction Number Talks Book Study	Grades 4-6 Teachers	15	Five afterschool sessions attended by a group of 4th-6th grade teachers to read, study, and discuss implementation of strategies in the book
Algebra Tiles 1	Grade 7 Algebra Teachers		Teachers learned about and used Algebra Tiles to model expressions and equations for content in Grade 7 Algebra I. Discussions about best practices for using manipulatives were shared. Teachers received Algebra Tile kits to use in the classroom.
Pearson Investigations3 Unit Exam	All Grade 1-5 Teachers	200 teachers	Assisted staff in preparing for and administering the Unit Test, compiled data, met with teachers and principals to review data
Investigations, Silicon Valley Math Initiative (SVM)	Special Education (SPED) Teachers	24	Math training for Resource Specialist Program (RSP), Special Day Class (SDC), and Inclusion teachers
Early Learning Math Initiative (ELMI)	Pre-Kindergarten (PK) and Transitional Kindergarten (TK) Teachers	22	Training in number concepts and patterns
English Language Development Standards	All Teachers	1200+	Regular Education and Special Education teachers learned about the ELD Standards and the struggles that our English Learners face in the classroom.
English Language Proficiency Assessments for California (ELPAC) Training	English Language (EL) Liaisons	17	EL Liaisons received training on the administration of the ELPAC
Guided Language Acquisition Design (GLAD) Strategies	Del Valle Teachers	17	Teachers learned 3 GLAD strategies that can be used in any grade level and across all content areas
Co-Teaching GLAD Unit	Marylin Ave	2 teachers, 30 students	Supported a 4th grade teacher and student teacher through a complete GLAD unit on Native Americans
GLAD Unit Support	Marylin Ave	1 teacher 30 students	Supported and planned a complete unit on Immigration and the Gold Rush
GLAD Training	K-12 Teachers	26	Participants were exposed to all 35 instructional BeGLAD strategies that can be implemented at every grade level and across all content areas regardless of English language

			proficiency. (We now have over 100 District teachers who have received this specialized training and a growing list of teachers who are interested in becoming BeGLAD Coaches)
Pre-Kindergarten (PK) Collaboration	Pre-K Teachers and Aides	4	Topics included Magnificent Explorations of Science through Stories (MESS) curriculum; ELD; and in-depth training as requested by participants
Transitional Kindergarten (TK) Collaboration	TK Teachers	10	Met monthly throughout the year to support new teachers by providing ideas for effective Back to School Nights. Other topics included report cards, assessments, mindfulness, iPad apps, and programs
Acellus Math Intervention Training	After School Math Intervention Staff	11	Training for staff working with the Acellus math intervention program at Junction and Marylin
Benchmark Advance Implementation Training	K-5 Teachers	~200	Teachers received a full day of initial Benchmark Advance Training, our new K-5 English Language Arts (ELA) and English Learner Development (ELD) adoption.
Educational Services			
Positive Behavior Intervention and Support (PBIS)	Cohort 1 Schools (5)	50	School-wide systems to support student positive behavior
Learning Ally	Administrators, Teachers	~100	School core teams learned how to utilize Learning Ally to help students with print disabilities, including blindness, visual impairment, and dyslexia. Learning Ally improves the way students learn at home and in the classroom by providing interactive audiobooks.
Monthly Professional Development	Counselors	11	Topics included: Academic and Counseling Handbook; transition from high school to college; concurrent enrollment; suicide policy and procedures; Las Positas College math tutoring for high school students; foster, homeless youth support; Family Educational Rights and Privacy Act (FERPA) requests and requirements
Human Resources			
Classified Professional Development Day	Classified Office Staff	40	Volunteers, Human Resources Forms and Procedures
Keenan SafeSchools	All Employees, Coaches, Substitutes	1500+	Online training related to SafeSchools practices (mandated reporting, sexual harassment and bullying, student athlete safety, etc.)
Certificated New Hire Orientation	Newly Hired Certificated Staff	90	Full day introduction to the District, policies, practices, etc.
Information Technology			
New Hire Orientation	New Hires to LVJUSD	90	Demonstrated available Tech Resources to all new staff (G Suite, Outlook, Portal, Intranet etc.)
Tech Tuesday	LVJUSD Staff	15	Introduction of new tools/updates and assisting staff with various technology issues
Site Tech Leads Meetings	Teachers	22	Provided support and resources in the use of Chromebooks and Google Apps for Education to develop replicable teaching strategies to be shared with colleagues
Incorporating <i>Bring Your Own Device</i> (BYOD) into Instructional Practice	Mendenhall Administration and Teachers	48	Unlocking the possibilities with BYOD in the classroom with a focus on pedagogy and Gen Z mindset
Illuminate	LVJUSD Teachers	200	Presentation on Illuminate features to LHS, East, MMS, Rancho, LVJUSD Staff on Oct 6 th PD Day
Tech Team Presentations	Teachers, Administrators, Community	160	Demonstration of new tools aligned with LVJUSD Technology Initiatives

Parent Club Information Council (PCIC) - BYOD	PCIC, Cabinet	35	Demonstrated BYOD access and instructional shifts of BYOD at MMS to PCIC
Faculty Communication Council (FCC) - BYOD	FCC	35	Demonstrated BYOD access and instructional shifts of BYOD at MMS to FCC, specifically as it relates to teachers
Leveraging the Utilizing New and Innovative Technology in Education (UNITE) Team to Deepen Learning Experiences	K-8 Principals	12	Leveraging UNITE team to move technology integration forward at sites
Pilot Classrooms of Bond Update	Livermore High School (LHS)	60	Demonstration of the updates through Measure G Bond (mounted filterless and bulbless projectors, speakers, microphone, voice amplification, etc.)
Classified Professional Development Workshop	Site and District Office Staff	30	Online registration procedures for PowerSchool and InfoSnap
Power Scheduler Workshop (2)	Middle and High Administrators	30	Training and workshop to create schedules
Maintenance, Operations and Facilities (MOF)			
Pesticide Applicators Seminar	Assistant Director, Grounds Crew	3	Mandatory training to maintain license for pesticide application
Lorman Education Services	MOF Director and Assistant Director	2	Public contract requirements: contract language and requirements; project delivery method; limiting liability and risk transfers; labor compliance; liquidated damages; disputes; statutory claim procedures
Department of State Architecture (DSA)	MOF Director	1	Focus on Future 20/20 - changes in legislation and needs, upcoming initiatives, plan review process
Coalition for Adequate School Housing (CASH)	MOF Director and Construction Supervisor	2	Facilities Training - CASH Workshops cover subject areas that are timely and topical to school facility professionals including "breaking news" changes that affect our school district, as well as ongoing planning themes that are the mainstay of school facility planning.
TPC Trainco	Plumbing Staff	1	Pump repair and maintenance, backflow repairs
TPC Trainco	Skilled Trades Staff	1	Boiler operations and repair
Fred Pryor Seminars	Expeditior/Materials Control	1	Managing Inventory
Hazardous Material Handling	MOF Assistant Director, Expeditior	2	Hazardous Material Handling
Yearly Safety Training	All MOF Staff	75	Personal Protectant Equipment (PPE), Lifting, Heat illness prevention
Scissor Lift Training	MOF and Custodial Staff	21	Scissor lift certification training
Forklift Training	MOF and Warehouse Staff	27	Forklift certification training
Assa Abloy Locksmith Classes	Locksmith Staff	3	Door closure repairs
Weekly Safety Meetings	All MOF Staff	15-25 each week	Various safety topics
Special Education			
New Hire Orientation and Training	New Special Education Teachers	20	Topics for new staff included: Explanation of parent rights; writing goals; review of assessment information; discussion of Special Education eligibility; determining appropriate placement; services
Special Education Information System (SEIS) Training	New and Returning Special Education Teachers	20	Online record keeping system

Crisis Prevention Intervention (CPI) Training	Special Education Teachers, Paraeducators and Administrators	115	Crisis intervention and de-escalation training
First Aid and CPR Training	Special Education Paraeducators	80	First aid and CPR training, blood pathogen and epi pen review
Medi-Cal Billing Training	Speech, Nurses, Occupational Therapists, Physical Therapists, Counselors, Psychologists	40	Medi-Cal billing and training with Medical Billing Systems (MBS)
Individual Education Plan (IEP) Training	Special Education Teachers	15	How to write an IEP
Behavior Training	Special Education Teachers	10	How to deal with behaviors in the classroom
Co-Teaching Training	Resource Teachers and General Education Teachers	15	How it works, role play, examples, what to avoid
Occupational Therapy Training	Special Education Staff	5	Foundations for fine motor development
Staff Training	Special Education Staff	125	IEP Training; accommodations and modification pages; options considered by IEP team; least restrictive environment, Extended School Year (ESY) eligibility worksheet; sample amendments
Google Apps Training	Special Education Teachers	5	How to use different Google apps for students with hearing or communication disabilities
New Teacher Training	New Special Education Teachers	20	Topics for new staff included: Occupational Therapy; Assistive Technology/Augmentative Communication; educationally related mental health behavior, goals and progress report; What would you do if?; case management, facilitating an IEP; behavior management
Mental Health Referral Training	Special Education Staff	10	Emotionally Related Intensive Counseling Services (ERIC's) assessment and referral process and guidelines
Staff Training	Special Education Staff	120	Topics for staff training included: changes for English Learner testing; provided guidance on approved accommodations; California Department of Education review; ESY dates; Transitions from preschool to elementary, elementary to middle, and middle to high
Barton Training	Selected Special Education Teachers, General Education Teachers, Paraeducators	30	Training with Barton materials intended to assist students with dyslexia
Registered Behavior Technicians (RBT) Orientation	RBT's	15	Staff were trained as Registered Behavior Technicians. The training included strategies for supporting our students with significant behavioral needs, de-escalation techniques, and legal compliance. Introduction to software training, critical roles of position, HR practices and protocols, self-care practices, CPR training.
Every Student Succeeds Act and the New CA Dyslexia Bill	Speech Therapists	15	Implications for Speech and Language Pathologists (SLP's)
Student Services			
TUPE	Vice Principals and Site Coordinators	10	Introduction of program and services provided
Creating Safe Schools: Where Bullying and Title IX Meet	Principals, Vice Principals, Special Education Specialists	40	Federal Law – Title IX; California State Law; Practical Examples – Student Voices; Legal Obligation; Scenarios
A2A Training (Attention 2 Attendance)	Child Welfare Attendance (CWA) Specialists,	47	District attendance system which also includes eTruancy and Home Hospital instruction process

	Attendance Clerks, Secretaries		
Comprehensive Safe School Plan	Principals	20	Reviewed elements needed to complete a Comprehensive Safe School Plan
Investigating Discriminatory Harassment Complaints	Principals, Vice Principals, Special Education Staff	40	Disciplinary investigations scenarios
City Serve Training	CWA Specialist	7	Community-School Connect to provide services for students
AED/CPR/First Aid Training	All Staff	200	Certify participants in CPR/First Aid/AED
Homeless/Foster Children	Classified Site Staff, CWAs	50	Update on laws effecting the registration and education of Homeless/Foster children
Bullying and Protected Classes	Vice Principals, Principals, Special Education Staff	40	Strategies for effective bullying intervention
Creating Safe Schools: Transgender Students, Privacy and Facilities	Principals, Vice Principals, Special Education Staff	45	Who Are Transgender Children?: review relevant laws; student rights - privacy and facilities; appropriate legal responses to harassment; intervention
Diversity and Tolerance Staff Development	Principals, Vice Principals, Special Education Staff, Counselors	45	Training on topics focusing on equity, self-reflection and personal growth; implementation of strategies to support inclusion and diversity
504 Powerschool and Illuminate Training	Classified Site Staff	25	504's PowerSchool vs Illuminate
TEENS for LIFE	Psychologists, Nurses, Counselors	60	Recognize & identify warning signs that indicate a youth may be at risk for suicide
Positive Coaching Alliance	Vice Principals, Athletic Directors, Coaches	150	Training to transform the youth sports culture, where all youth and athletes have a positive, character-building experience
Critical Incident and Emergency Preparedness and Response training	All District Employees	900	Training for emergency procedures which provide the necessary tools to empower employees to handle a critical incident and better prepare staff to deal with a suspect initiated event
Critical Incidents for Administrators	All Administration	35	Laws and liability, principles of a critical incident, developing a safe school planning committee, decision making, putting a plan into action, developing reunification plans, recovery issues, managing the media, and preventing critical incidents

Fiscal Impact

Professional development was primarily funded through designated Local Control Funding Formula dollars and categorical program allocations: Title I, Improving Academic Achievement of the Disadvantaged; Title II, Teacher and Principal Training; Title III, Language Instruction for Limited English Proficient Students; and the Educator Effectiveness Grant.