

# *The NPS 2022-2023 Professional Development & Curriculum Plan*

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**Northampton Public Schools**

# NPS District Improvement Plan

## OVERVIEW

*As each student enters a Northampton school, dreams are nurtured, history and cultural heritage are celebrated, love of learning is fostered, and educational, physical, emotional and social needs are supported. The Northampton School District is a community of learners committed to equity and the success of each student. This commitment means that student success will not be predicted or predetermined by race, ethnicity, caregiver economics, mobility, language, marital status, gender, sexual orientation, gender identity, disability, initial proficiencies or religion. Anti-racism, anti-bias, and inclusive classroom practices promote an honest and brave culture of schooling, centering folks from marginalized communities, where every student, faculty and staff member is seen and heard. As a result all members of our community will be highly invested in learning, with students demonstrating deep understanding of complex topics and actively engaged in transforming their lives and communities.*



# DIP Goal #1: Empower and engage caregivers and the community through classroom, school, and district collaboration that is culturally responsive and values anti-bias/anti-racist practices.

1. Regular and transparent communication with the stakeholders:
  - Professional development is posted on the [PD calendar](#) and [new links to curriculum were created on the district website](#).
  - Instruction and professional development on culturally responsive teaching throughout the district will be communicated with caregivers and community members via the website and through posting a semi-annual [NPS Teaching & Learning Flyer](#).
2. Caregiver representatives were invited to serve on the Standards-Based Grading team at the High School- which has a focus on equity in grading that aligns with culturally responsive teaching practices.



# DIP Goal #2: Strengthen and sustain professional growth opportunities and collaboration for district employees with a focus on equity and anti-bias work in order to increase student engagement and mastery of content area standards.

## Professional Development (PD) Plan and Curriculum Plan that focuses on student equity and anti-bias teaching & learning

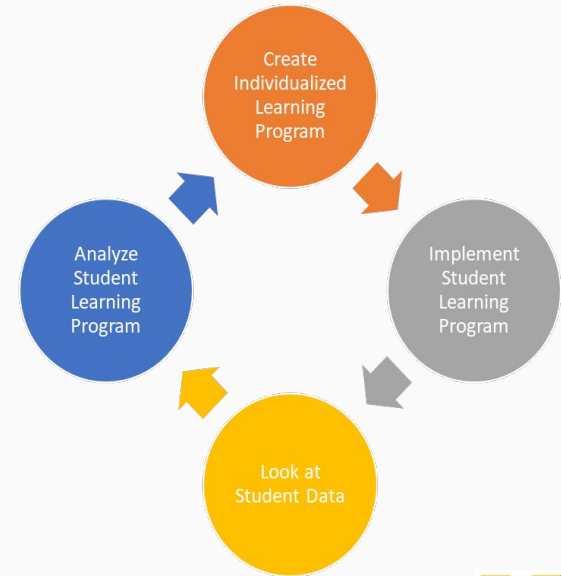
1. Expand opportunities for educator collaboration and support in culturally-responsive and anti-racist practices- through **ADAPTIVE X work, after-school department meetings, Vertical Curriculum Teams,** and through continuing professional development with new and existing partners.
2. Review all existing and potential future curricula through a critical lens of **anti-bias and standard-alignment** by creating and implementing and a [5 Year Curriculum Innovation and Renewal Cycle.](#)

### Social Emotional Learning Helping Your Students Succeed



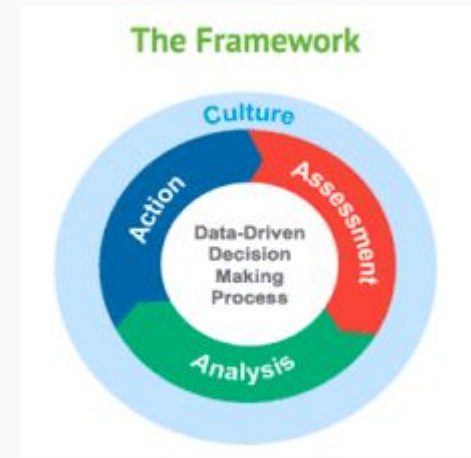
# DIP Goal #3: Provide instruction and curriculum that empowers all students to explore who they are, to embrace and honor the world around them, to identify and think critically about the messages they receive, and to be powerful contributors to change.

1. Create family-friendly [Elementary, Middle School, and High School website links explaining the curricula](#) that explains the work that is currently happening across the district.
2. Meet with community members and school committee members to identify speakers who have worked with teachers and schools in ways to cultivate, embrace, and honor diversity.
3. Work with local colleges and universities and coalition partners to explore ways to work together, with students, and become change agents on issues that are important to students.



## DIP Goal #4: Address the current inequity of educational resources through a data-driven framework of strategies that provide equitable outcomes for students.

1. Refine systems of data **collection, data analysis, and student progress** so that educators and caregivers have timely, actionable information about their students.
2. Study the existing school structures for Tier II student supports and identify strengths and areas of growth. The goal is to work towards meeting **the needs of a diverse range of learners**.
3. Have ongoing curriculum conversations around **differentiation**; Invite **Special Educators and EL teachers** to join with content area teachers to map the math curriculum K-12 -all levels.
4. Work with the standards-based grading team to revamp the HS report card, and to layout a professional development plan for secondary teachers on best, standards-based grading practices within their courses.





## 2022-2023

# Districtwide Professional Development Plan Timeline

**September/October:** Post 2022-2023 PD opportunities on the PD calendar on the district website. Review 2021-2022 PD survey results.

**March:** Create a 2022-2023 PD survey with the PD Committee and solicit input from all stakeholders.

**April:** Share the topics and priorities from the recent surveys from staff, students, and parents/guardians with all stakeholders. Align and prioritize PD suggestions with DIP and SIPs and current funding parameters.

**June:** A *draft* of the 2023-2024 PD Plan will be prepared and presented to the PD Committee and School Committee.

**June/July-Onward:** The final 2023-2024 Professional Development and Curriculum Plan will be shared with all stakeholders. The Director of Curriculum & Instruction will connect with *professional development providers* for 2023-2024 professional development in order to support district-wide initiatives aligned to the DIP.



## 2022-2023 Curriculum Plan Timeline



**September:** Send out communications about the [5 Year Curriculum Innovation and Renewal Cycle](#). Solicit teacher membership to serve on the the vertical curriculum teams and curriculum subcommittees.

### **September-June:**

#### Monthly Vertical Math and ELA/Literacy Team meetings

- *Math curriculum map revision - throughout the year (PK-12)*
- *Revamp the math and literacy benchmark assessments and schedules*
- *Identify a (DESE approved) early literacy screener*
- *Review current K-8 English and Literacy programs and make recommendations for new curricula*

#### Bi-monthly Standards-Based Grading meetings

- *Revise HS Standards-based report card for 2023-2024 implementation*
- *Identify a professional development plan for HS teachers in Spring 2022 and for MS and HS teachers next year.*

**July-Onward:** Curriculum editing of existing curriculum maps to reflect any changes and adoptions. Begin the new cycle of professional development.



# Sampling of 2022-2023 Professional Development Opportunities



- [New Teacher Induction Program](#) & [Mentorship Program](#)
- Early Education Literacy Trainings (i.e. Wilson Foundations, [Science of Reading course](#))
- Bridges and Illustrative Math Integration and AVMR math training- K-8
- [Culturally Responsive Teaching Academy](#)- AdaptiveX (DESE sponsored)
- REAL professional development 11/8- anti-racist and culturally responsive practices
- Westfield State self-serve online courses (*Using Academic Language to Improve Content Instruction for ELs and more courses- free to teachers!*)
- ESP training (1x/mo. Oct.- May) with CES PD providers
- *Take It Outside* Elementary PD with the [Hitchcock Center](#)

# Questions?

