CCS

Professional Learning

2024 - 2025

Sum & Substance

- Alignment to the Strategic Plan
- Priorities for 24-25
- Summer & Pre-Week 2024
- Plan for SY 24-25

Strategic Plan

Strategy 4: Design and secure professional learning opportunities that address the instructional needs of staff and strengthen equitable teaching practices in areas such as culturally responsive teaching, meeting the needs of English learners and more...

Target 4: Supply opportunities for 10 or more currently licensed employees annually to obtain further leadership certifications or advanced degrees

Target 6: Increase the percentage of staff who report that professional learning is effective or highly effective

Staff Support Goal 2:

All CCS staff will engage in meaningful, relevant, timely, and personalized professional learning.

- Content Knowledge & Pedagogy
- Literacy - VLA
- Differentiation
- SIOP (Sheltered Instruction Observation Protocol)
- Equitable Grading
- MTSS Domains
- What I Need

Summer Offerings 2024

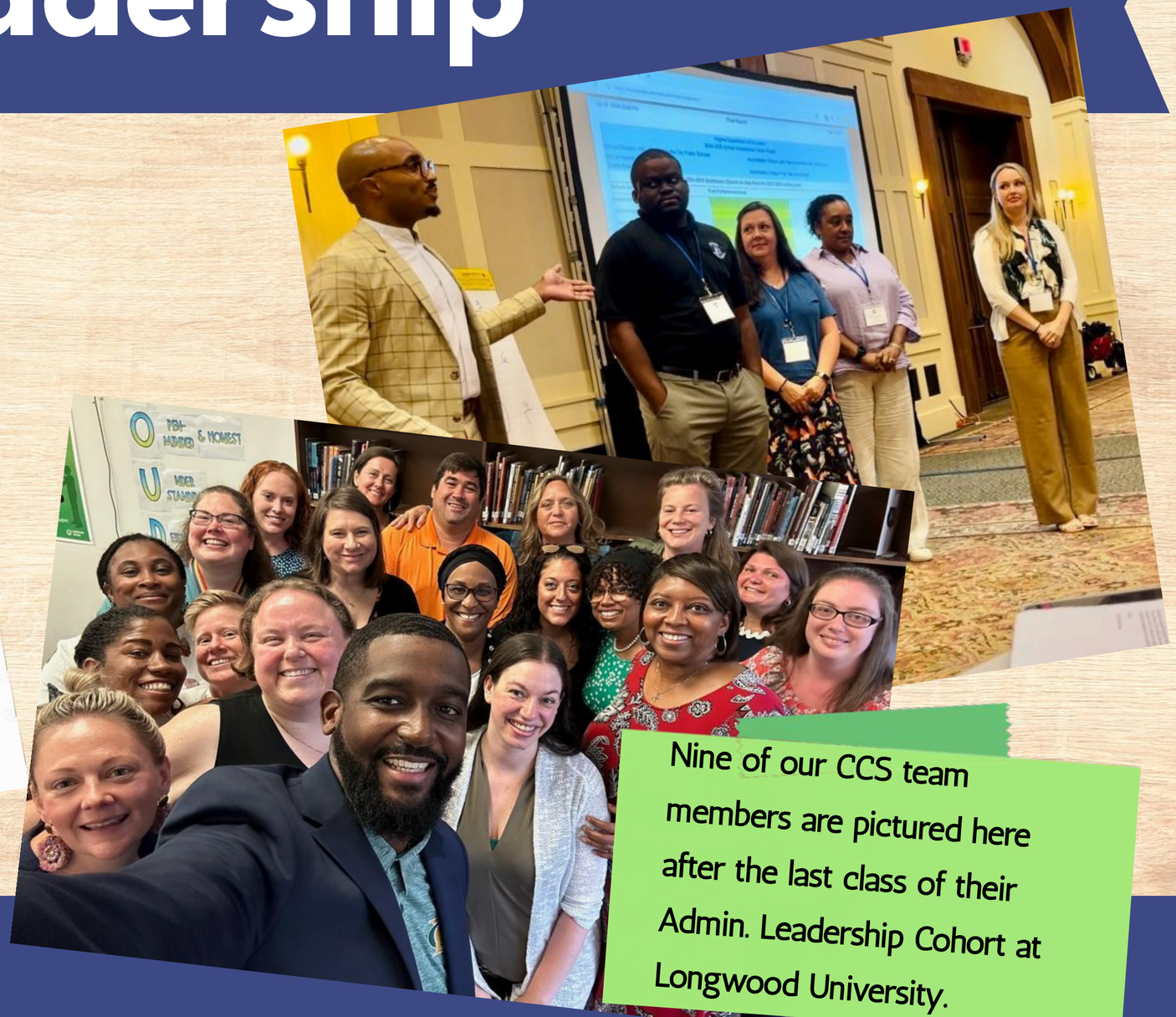
Responsive Classroom: Elementary Core Course & Online Middle School

100% of survey respondents rated our RC PL as “Extremely effective, relevant, and useful.”

Mentor Training

Leadership

- Equitable Grading
- Documentation
- VLA Institute for Admin
- Leadership Cohort



Nine of our CCS team members are pictured here after the last class of their Admin. Leadership Cohort at Longwood University.

New Educator Orientation

- Equity Session & CCS/Cville Tour
- CCS Fair
- Content/role-specific sessions
- Tech, MTSS, PowerSchool

On a scale of 1-4 with 4 being extremely effective, relevant, and useful and 1 being not effective, relevant, and useful, survey respondents gave an average score of 3.56 on the new educator orientation days.

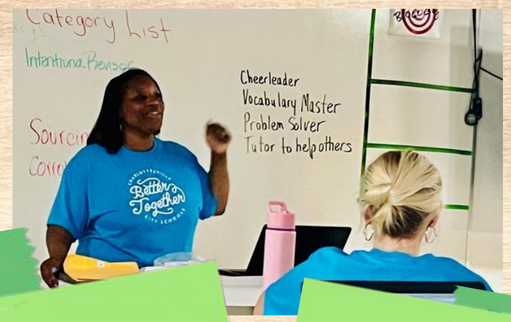
Pre-Week 2024

- Equitable Grading Overview & Procedures
- Safety
- MTSS Domains
- Literacy - VALLS
- School-Based PL

CCS PL PALOOZA 2024 & Division PL Days

- Content Knowledge & Pedagogy/Job Specific PL
- Differentiation
- Literacy/VLA
- What I Need
- SIOP
- MTSS Domains

On a scale of 1-4 with 4 being extremely effective, relevant, and useful and 1 being not effective, relevant, and useful, survey respondents gave an average score of 3.63 on PL Palooza sessions with 91% of responses being a 3 or 4.



Additional Division-Wide PL Days:

- September 27, 2024
- February 7, 2025

Over 300 CCS Teachers, Coordinators, & Administrators are enrolled in VLA courses and are receiving PL from our reading specialists and literacy coordinator as well as the VDOE.

Ten of our CCS instructional coaches are fully trained in SIOP.

Ongoing PL

- **School-Based PL**
- **Professional Learning Communities**
  - Regular Collaboration in content or grade level teams
  - Support from Instructional Coach
  - Data analysis, planning, learning, collaboration
- **Virginia Literacy Act PL Modules/LETRS**
  - Over 300 CCS staff enrolled
- **MTSS PL Plan**

- Content Knowledge & Pedagogy
- Literacy - VLA
- Differentiation
- SIOP (Sheltered Instruction Observation Protocol)
- Equitable Grading
- MTSS Domains
- What I Need

Ongoing PL

Instructional Coaches

- Support all teachers
- Team/Collaborative coaching support through PLCs
- Individual Coaching: including coaching cycles, observations, feedback, planning sessions, supporting peer observations, modeling, co-teaching
- Coaching cycles with novice teachers & graduated support
- Provide school and division-based professional learning
- 83% of Instructional Coaches are fully SIOP trained
- Differentiated Support Model with Partnership Schools at the Elementary Level to provide additional IC support to schools with greater need.

Novice Teacher Mentors

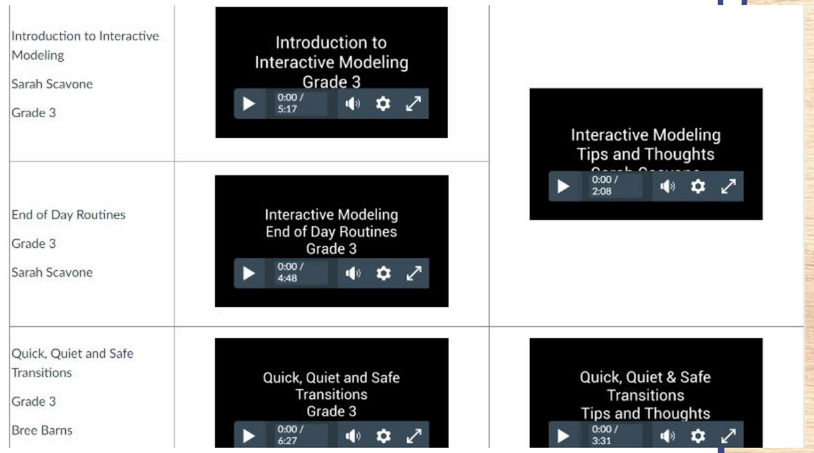
- Trained, experienced teachers who provide ongoing support to 1-2 novice teachers throughout the year
- Provide more informal, ongoing check-ins and guidance to support the teacher's professional growth.

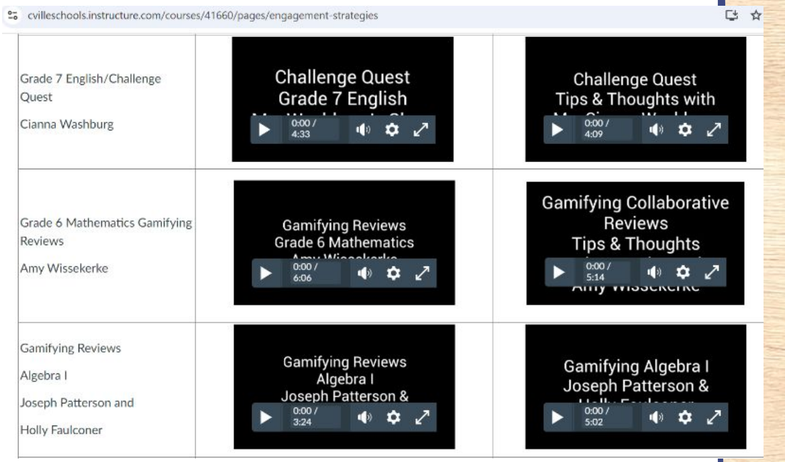
Snapshots!

Snapshots! is a video library of evidence-based instructional practices in use in Charlottesville City Schools. Snapshots! is intended to be a resource to help clarify some of the elements and practices in CCS today.

- **Evidence-Based Instructional Practices**
- **Content Specific Models**
- **Classroom Structures & Routines**

Evidence-based Instructional Practices	Content Specific Models
Classroom Structures and Routines	





Questions?