



CHARLOTTE-MECKLENBURG SCHOOLS

PROFESSIONAL LEARNING

2023-2024

ALIGNMENT WITH OUR STRATEGIC PLAN

CORE VALUES

RELATIONSHIPS

We build authentic connections with each other, elevating diverse perspectives by promoting mutual trust, respect, and a sense of belonging.

GROWTH

We create an environment that promotes personal and organizational improvement through collaboration, reflection, support, and effort.

JOY OF LEARNING

We foster curiosity, play, and exploration to inspire active engagement, discovery, and achievement.

WELL-BEING

We prioritize mental wellness, safety, and physical health. We recognize that we are better together.

Staff Support Goal 2:

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

Strategy 4: Design and secure professional learning opportunities that address the instructional needs of staff and strengthen equitable teaching practices strengthen equitable 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



- DIVISION-WIDE PROFESSIONAL LEARNING DAYS
- ONGOING PROFESSIONAL LEARNING
- SCHOOL-BASED PL & PLCs
- INSTRUCTIONAL COACHING
- MENTORING

PL OPPORTUNITIES



CCS PL PALOOZA

August 16, 2023

- OVER 130 SESSIONS
- ALL STAFF INCLUDED
- CCS EDUCATORS/STAFF & OUTSIDE PRESENTERS



SAMPLE SESSIONS: DIFFERENTIATION

- Flexible Grouping for Differentiation & Student Engagement (K-12)
with Dr. Kristina Doubet (JMU)
- Scaffolding Complex Texts (K-12)
with Dr. Kristin Conradi (W&M) & Dr. Gail Lovette (UVA)
- Making Content Accessible for English Learners (5-12)
with Tina Vasquez (CCS) & Sheri Little (CCS)
- For the Love of the Book: Differentiating for Multi-Level Literacy Needs (7-12)
with Seth Maynard (CCS) & Kate Grimesey (CCS)
- Special Education: More than a Label Series-Specific Learning Disabilities (K-12)
with Rachel Rasnake (CCS), Lauren Diggs (CCS), & Dr. Pattye Leslie (CCS)
- Literacy Small Group Lesson Planning (1-4)
with Lindsay Kamide (CCS) & Deborah Johnson (CCS)
- Widening the Lens: Using Classroom Structures & Routines to Challenge Every Student (K-6)
with Christine Esposito (CCS) & Ashley Riley (CCS)

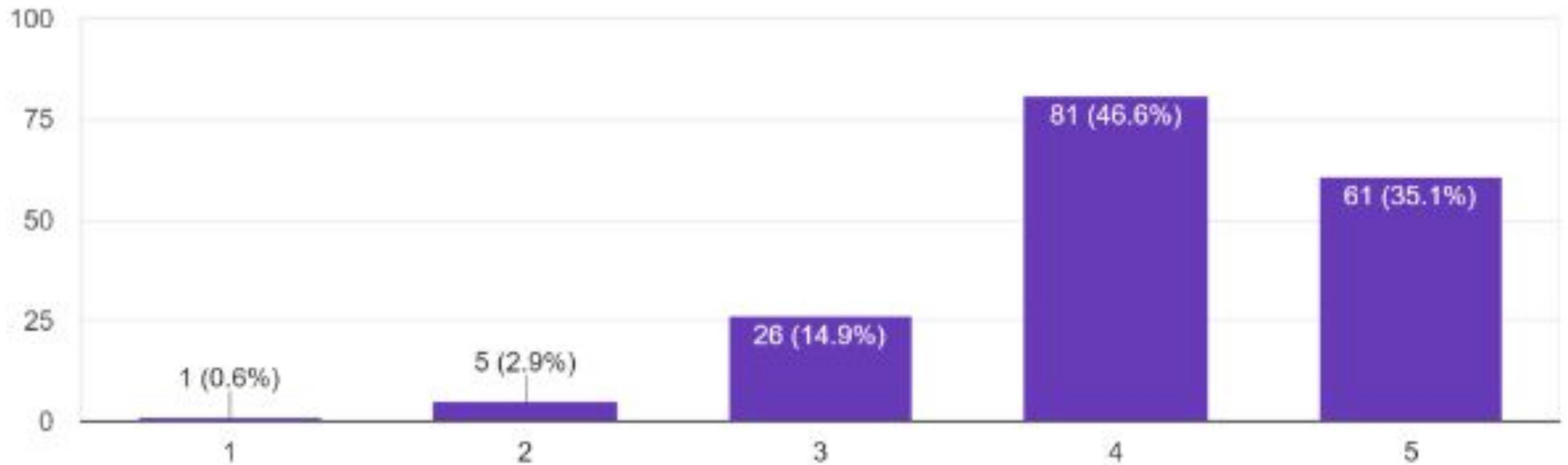
ADDITIONAL SESSION TOPIC EXAMPLES

- Restorative practices
- Family engagement
- Content and grade level based curriculum and instructional sessions
- Technology such as ViewSonic boards, ParentSquare
- Data analysis
- Youth mental health
- Wellness
- Outdoor learning
- LETRS
- Multilingual Learner sessions
- Special education
- Media center databases
- Using and accessing instructional resources
- Differentiation
- Customer service
- PowerSchool
- Responsive Classroom
- Coursework engagement
- MTSS
- Strategic Plan

FEEDBACK ON PL PALOOZA

To what extent did you feel energized, inspired, and enthusiastic for the school year ahead?

174 responses



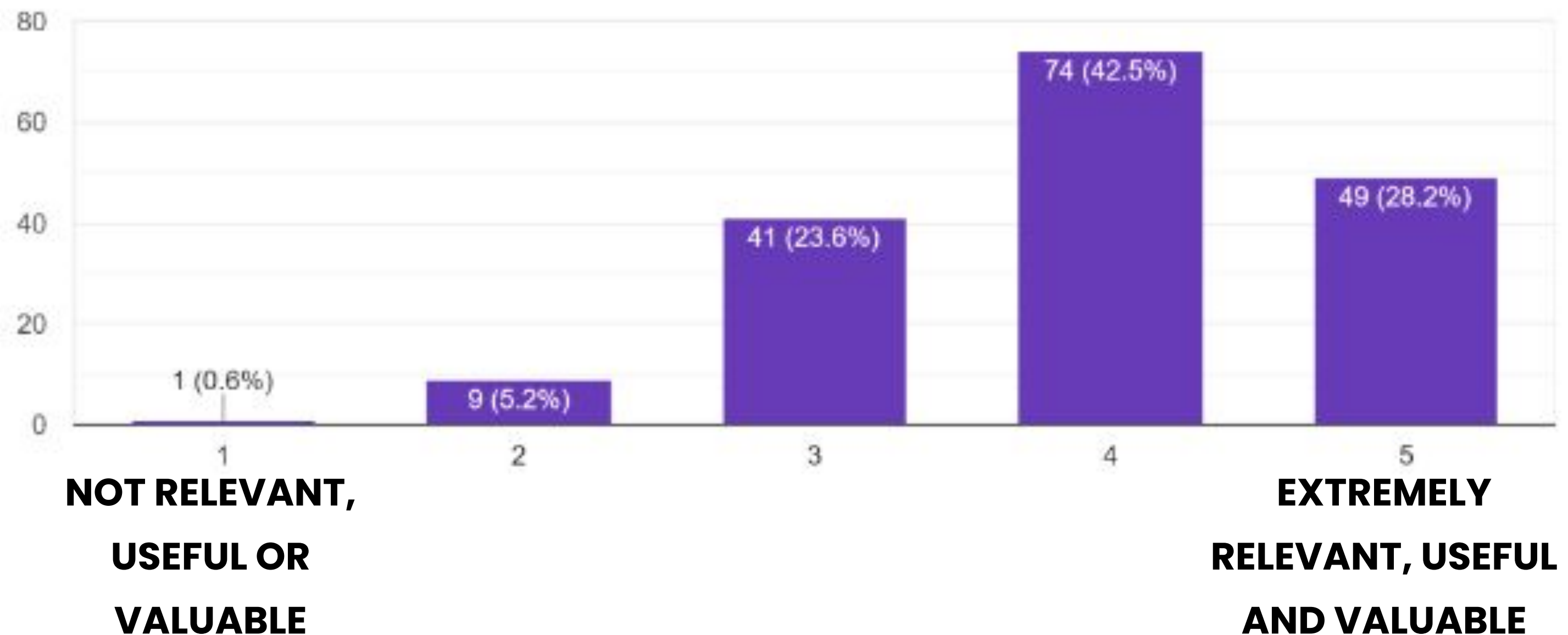
**NOT
ENERGIZED,
INSPIRED OR
ENTHUSED**

**EXTREMELY ENERGIZED
AND/OR INSPIRED FOR
THE YEAR; I CAN'T WAIT!**

FEEDBACK ON PL PALOOZA

To what extent were the sessions you attended valuable, useful, and relevant?

174 responses



ADDITIONAL DIVISION-WIDE PL DAYS

- SEPTEMBER 29, 2023
- FEBRUARY 9, 2024
- MARCH 15, 2024

Theme:

Lowering the Barriers, Not the Bar



ONGOING PROFESSIONAL LEARNING

Walker Literacy:

Dr. Kristin Conradi & Dr. Gail Lovette

Buford Literacy:

Dr. Kristina Doubet

- Sustained, job-embedded professional learning focused on accelerating reading achievement and meeting the diverse needs of students including work in scaffolding texts and differentiation.
- Continuous work throughout the year involving walkthroughs, feedback, planning, and collaborative work in PLCs

Buford Math:

Skip Tyler

- Year 2 of our partnership
- The focus of the work is: engagement, problem solving and small group instruction.
- Ongoing work includes walkthroughs with admin and we're hoping to include peer observations.

CHS Differentiation:

- Planning underway for sustained professional learning sessions through division and school-based experiences for staff.

ONGOING PROFESSIONAL LEARNING

Walker & Buford: Culturally Relevant Teaching with Dr. Shaun Woodly

- Supporting our educators in providing data-driven instruction utilizing evidence-based strategies to increase student learning outcomes
- Involves: needs assessment, PL workshops, as well as training, coaching, observations, and feedback for instructional leaders



ONGOING PROFESSIONAL LEARNING

LETRS:

Language Essentials for Teachers of Reading & Spelling

- Training on the Science of Reading
- This is ongoing, extensive PL in which participants engage in PL sessions on division days, collaborative work in PLCs, and independent learning.
- By the end of this year:
 - 100% of Kindergarten teachers will be trained.
 - 80% of 1st and 2nd grade teachers will be trained.
 - 95% of reading specialists will be trained.
 - 100% of PK-4 instructional coaches will be trained.
 - 83% of PK-4 principals will be trained.

ONGOING PL: SCHOOL-BASED PL & PLCS



- PROFESSIONAL LEARNING COMMUNITIES
 - REGULAR COLLABORATION IN CONTENT OR GRADE LEVEL TEAMS
 - SUPPORT FROM INSTRUCTIONAL COACH
 - DATA ANALYSIS, PLANNING, LEARNING, COLLABORATION
- SCHOOL-BASED PROFESSIONAL LEARNING

INSTRUCTIONAL COACHING & MENTORING

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 and graduated support
- Provide school and division-based professional learning
- Currently being SIOP trained (Sheltered Instruction Observation Protocol)



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.



Questions/Comments