



Professional Development Calendar 2024-2025

At St HOPE Leadership Academy, we prioritize continuous professional development to support our mission of increasing the number of scholars performing at grade level. Our approach to professional development is carefully structured to align with research-based best instructional practices and to meet our school wide goals for the 2024-2025 academic year:

1. **Creating a classroom environment that fosters a culture of learning;**
2. **Proactively using data to inform instructional groupings and interventions; and**
3. **Implementing various co-teaching strategies to enhance instructional effectiveness.**

Professional Development Structure

Our professional development is an integral part of our school culture, occurring most Friday afternoons following an early student dismissal. This time is utilized for focused learning and collaboration among staff, contributing to a sustainable environment where academic rigor and reflective practices are at the forefront. The professional development schedule includes three primary components:

1. **Instructional Goal Professional Development:** These sessions are designed to directly address our school and department goals by placing teachers in diverse groups to develop implementation action plans. These plans are specifically aligned with our objectives of fostering a learning-centric classroom environment, using data to drive instructional decisions, and refining co-teaching practices. This approach ensures that our instructional strategies are continuously evolving and responsive to student needs.
2. **Extended Grade Team Meetings:** These meetings, held every three weeks, provide a platform for teachers and counselors to collaboratively analyze grade-level student performance data. The focus is on identifying students who may require additional support, including possible referrals for Response to Intervention (RTI). This data-driven approach allows teams to proactively address student needs and implement timely interventions.

Department Meetings: Monthly department meetings allow for in-depth discussions within the STEM and Humanities teams. This time is dedicated to reviewing student work and data, ensuring that each department has the opportunity to refine their instructional practices based on real-time insights. Additionally, these meetings support interdisciplinary collaboration, which is essential for the effective integration of co-teaching models.

Additional Planning and Collaboration Time

On alternate Fridays, additional planning time is allocated for teachers to work closely with the Special Education Coordinator . This ensures that all educators are up-to-date on the needs of students with Individualized Education Programs (IEPs). The eighth-grade team also benefits from extended class periods on these Fridays, providing valuable time for conducting science labs or social studies research projects, depending on the focus of the day.

Alignment with Best Practices and School Wide Goals

Our integrated model of professional development, observation, and evaluation is grounded in research-based best practices. By embedding these elements into our weekly routines, we create a culture where all decisions are informed by data, collaboration is prioritized, and self-reflection is encouraged. This alignment with best practices ensures that we not only meet but exceed the standards to which we are held accountable as a professional learning community.

Our professional development plan is not only a response to the evolving needs of our post-pandemic educational landscape but also a proactive strategy to ensure that every student at St HOPE Leadership Academy is given the best possible opportunity to achieve academic success.

Rotation Schedule Overview

According to the attached rotation schedule, our professional development sessions are carefully planned to focus on key areas of instructional practice throughout the year. For instance:

- **Classroom Environment:** Several sessions are dedicated to establishing and spotlighting effective classroom environments.
- **Co-Teaching Models:** Professional development on various co-teaching strategies is strategically timed to allow for iterative improvement and reflection.
- **Data Utilization:** Specific sessions focus on using data to tailor instruction and improve student outcomes, ensuring that data-driven decision-making is a central theme throughout the year.

This strategic rotation ensures that all teachers are well-prepared to meet the diverse needs of our student population, ultimately contributing to our goal of increasing the number of scholars on grade level.

By adhering to this comprehensive plan, we ensure that our professional development efforts are not only aligned with our school's goals but also with the broader educational objectives that define successful and sustainable learning environments.

2024-2025 Professional Development Calendar

August 19-20	New to St HOPE Teacher Academy
August 22-29	Returning Teacher Orientation
September 13	Department Meetings
September 20	Extended Grade Team Meeting
September 27	Instructional Goal Professional Development
October 4	Department Meetings
October 11	Extended Grade Team Meeting
October 18	Instructional Goal Professional Development
October 28	Staff Development Day NWEA Hosted PD & Possible Department Time
November 1	Extended Grade Team Meeting
November 15	Instructional Goal Professional Development
November 22	Department Meetings
December 6	Extended Grade Team Meeting
December 13	Instructional Goal Professional Development
January 3	Staff Data Day and Department Meetings
January 10	Instructional Goal Professional Development
February 7	Department Meetings
February 28	Instructional Goal Professional Development
March 7	Extended Grade Team Meeting
March 14	Department Meetings
March 21	Instructional Goal Professional Development
March 28	Extended Grade Team Meeting
April 4	Department Meetings

April 25	Instructional Goal Professional Development
May 2	Extended Grade Team Meeting
May 16	Department Meetings
May 30	Extended Grade Team Meeting
June 6	Department Meetings
June 13	Instructional Goal Professional Development
June 20	Regents