



## Professional Development Calendar 2025-2026

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 the Danielson Rubric and to meet our school wide goals for the 2025-2026 academic year:

1. **Creating a classroom environment that fosters a culture of learning and engagement;**
2. **Planning and implementing data driven differentiated lessons; and**
3. **Implementing various questioning and discussion techniques.**

### 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 used for focused learning and collaboration among staff, contributing to a sustainable environment where academic rigor, reflective practices, and teacher leadership 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 through a teacher led exploration of various instructional techniques. These sessions are specifically designed with our objectives of fostering a culture of learning and engagement, using data to drive instructional decisions, and implementing questioning and discussion techniques to engage scholars in critical thinking. This approach ensures that our instructional strategies are continuously evolving and responsive to student needs as well as establishing a school-wide culture of collaboration.
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.
3. **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 Director of Special Education. 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 and the sharing of best practices across academic departments. For instance:

- **Establishing a Culture of Learning:** The Enrichment Department will lead this session for staff after researching and implementing various strategies in their classroom.
- **Planning and Preparation:** As our Science Department adapts to align with the Living Environment Regents, they will focus on planning and preparation.
- **Data Utilization:** The Math Department will focus on using data to tailor instruction and improve student outcomes, ensuring that data-driven decision-making is a central theme throughout the year.
- **Questioning and Discussion Techniques:** The History Department will share their findings around questioning and discussion techniques and the impact these tactics have on student learning and performance.
- **Engaging Students in Learning:** The ELA Department will prioritize the engagement of all scholars in learning through a combination of strategies before, during, and after instruction.

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.

## **2025-2026 Professional Development Calendar**

|              |                              |
|--------------|------------------------------|
| August 25    | New to St HOPE Staff Academy |
| August 26-29 | Returning Staff Ramp Up      |
| September 5  | Instructional Goal PD        |
| September 12 | Department Meetings          |
| September 19 | Extended Grade Team Meetings |
| October 3    | Instructional Goal PD        |
| October 17   | Extended Grade Team Meetings |
| October 24   | Department Meetings          |
| November 4   | Staff Development Day        |
| November 7   | Instructional Goal PD        |
| November 21  | Department Meetings          |
| December 5   | Extended Grade Team Meetings |
| December 12  | Instructional Goal PD        |
| January 9    | Department Meetings          |
| January 23   | Extended Grade Team Meetings |
| February 6   | Instructional Goal PD        |
| February 27  | Department Meetings          |
| March 6      | Extended Grade Team Meetings |
| March 27     | Department Meetings          |
| April 17     | Instructional Goal PD        |
| May 1        | Extended Grade Team Meetings |
| May 15       | Instructional Goal PD        |
| May 29       | Department Meetings          |
| June 5       | Extended Grade Team Meetings |

|         |                                    |
|---------|------------------------------------|
| June 12 | Instructional Goal PD              |
| June 18 | Living Environment Regents Scoring |
| June 23 | U.S. History Regents Scoring       |