



September 2003

OSDeveloper

-Strengthening the knowledge, skills, and practices of
Montgomery County Public Schools' staff and stakeholders

(301) 601-0300

www.mcps.k12.md.us/departments/dsd/

Skillful Teaching/Leading Team Offers In-School Support

Peg Donnellon & Sue McGregor

“Professional development should be primarily school based and integral to school operations. . . . The most powerful opportunities to learn are often connected with the recognition of and solution to authentic and immediate problems.” These observations were made by University of Maryland professors Willis D. Hawley and Linda Valli. (“Learner-Centered Prof. Development.” *Phi Delta Kappa*. August 2000.)

As powerful as the *Studying Skillful Teaching* (SST) and *Observing and Analyzing Teaching* (OAT) courses are, on-going, job-embedded support can help ensure the application of the content. When participants complete these courses, they are often enthusiastic about implementing new strategies that will improve teaching and learning. However, once they are back at their site, plans can go awry because there is so much to do and time is limited.

The Skillful Teaching/Leading Team is eager to assist you and your colleagues in applying strategies and concepts learned in SST and OAT. Here are ideas for such support:

- SST instructors can work with individuals or teams of teachers at your

school (who have taken the course) on topics such as writing mastery objectives, determining criteria for success, planning strategies to promote effort-based beliefs about intelligence, communicating expectations, looking together at student work, identifying evidence of student learning, and/or participating in peer visits with reflection.

- OAT instructors can work with individual instructional leaders or the entire instructional leadership team on developing conference skills, observing and analyzing classroom instruction, applying the MCPS rubric for post-observation write ups, and/or discussing strategies for designing growth plans for teachers.

To receive any of these supports, email Peg Donnellon (Margaret Donnellon on First Class) or call (301) 601-4800 to set up an appointment. An instructor will meet with you and discuss ways to use learning from the courses to help meet your school goals.

SST in Your School

If you are interested in hosting a *Studying Skillful Teaching* course for staff in your cluster, please contact Peg Donnellon (Margaret Donnellon on First Class) at (301) 601-4800. Providing a forum for teachers to talk about the knowledge base on teaching is one way to enrich the professional learning community in your school and cluster.



University Partnerships & Professional Development Schools

The Office of Staff Development (OSD), through its affiliations with higher education, offers opportunities for support and professional staff to earn Bachelors, Masters or Doctorate degrees through participation in various partnership programs. The benefits of these partnerships include job-embedded training and tuition reimbursement.

Additionally, there are opportunities for individuals, including support staff, who might be interested in becoming ESOL or Special Education teachers.

OSD also facilitates the growth of Professional Development Schools (PDS). A PDS is a collaboratively planned and implemented partnership between a teacher education program at an institution of higher education and a public school. The PDS provides opportunities for continuous professional development of both the school and the institution of higher education. A PDS seeks to improve teacher education programs by providing interns early opportunities to connect theory and practice while offering veteran teachers continuous opportunities for professional growth. MCPS currently has 34 Professional Development Schools supported by OSD.

If you are interested in becoming a professional development school, if you have interested staff seeking to enhance their professional portfolios, or you would like further information about the partnership programs currently offered, please contact Russ Fazio or Judy Webster via First Class or at (301) 353-8556.

Administrative and Supervisory Professional Growth System (A&S PGS) Updates

- Two focus groups of principals and a focus group of community superintendents and their staff generated descriptive examples of what effective principals do. The examples were presented to the administrators and supervisors at the August 18 A&S meeting for their input.
- Mr. Larry Bowers, Chief Operating Officer, Dr. Rebecca Newman, President of the Montgomery County Association of Administrative and Supervisory Personnel (MCAASP), and Dr. Robert Bastress, Director of the A&S PGS, presented an update to the Board of Education on August 25, 2003.
- The Design Team created an evaluation process for the A&S PGS. The Steering Committee reviewed and revised the process. The evaluation process will be presented for input to principals who attend the September 30 A&S meeting.

If you have questions, contact Dr. Robert Bastress via First Class or call (301)353-8870.

Tuition Reimbursement

Fall is not only the start of the new school year for our students but for many administrators who are continuing their professional development at various colleges and universities. Tuition reimbursement is available to full time MCAASP unit members. These members may request tuition reimbursement for college and university courses approved by the Office of Staff Development.

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Tuition Reimbursement Continued...

Applications should be submitted prior to the first day of class whenever possible, but must be submitted no later than two weeks following the first day of class. Those eligible must complete Form 440-11 which is available on-line at MCPS Forms. For additional information, please contact Susan Mitchell, Office of Staff Development at (301) 601-0300.

Tuition reimbursement is also available for teachers and for supporting services staff. For information regarding reimbursement for teachers, contact Sandra Marmol, and for supporting services staff, contact Brenda Schaub. Both can be reached in the Office of Staff Development at (301) 353-8556.



Upcoming Learning Opportunities

Mentor/Mentee

Workshops/Clinics (MCEA, 4:00-6:00 PM)

- Fostering Parent Relationships 10/9
- Classroom Management 11/6
- Differentiation 12/11
- Time management 1/8
- Stress Management 3/11
- Diversity, Equity Topics 4/22

To register, contact Geraldine Duval via First Class or call 301-353-0861.

The following courses are offered 4:00-7:00 PM. Complete Form 440-7 and send to CPD office (at OSD) by 9/23

- **Induction Course for New Teachers: Beginning the First Year of Teaching (NTT-01: 1 credit)**

Elementary (at Brookhaven ES):

10/1, 10/15, 10/29, 11/12, 12/3

Secondary (at Lee MS):

10/7, 10/21, 11/4, 11/18, 12/2

- **Mentoring the New Teacher (TOT-02: 3 credits)**

Elementary:

Tues. 10/7-1/27 at Lake Seneca ES

Wed. 10/1-1/28 at Kemp Mill ES

Secondary:

Tues. 10/7-1/27 at Springbrook HS

Wed. 10/1-1/28 at Northwest HS

- **Mentoring Seminar (TOT-03: 3 credits) (pre-requisite TOT-02)**

Tues. 10/7-1/27 for Elementary and Secondary level held at Northwest HS

University Partnerships

- **Seminar for Colleagues, Teachers, and Interns: Roles and Expectations, 10/23, 4:30-7:30 at JHU Shady Grove**
- **Seminar for First and Second Year Interns: Problem Solving to Meet Diverse Needs, 11/20, 4:30-6:30 at JHU Shady Grove**

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Montgomery County Public Schools
12900 Middlebrook Road, Suite 3305
Germantown, MD 20874
Phone: 301-601-0300
Fax: 301-601-4699

www.mcps.k12.md.us/departments/dsd/
Darlene Merry, Associate Superintendent
Amy Kines & Karalee Turner, Editors