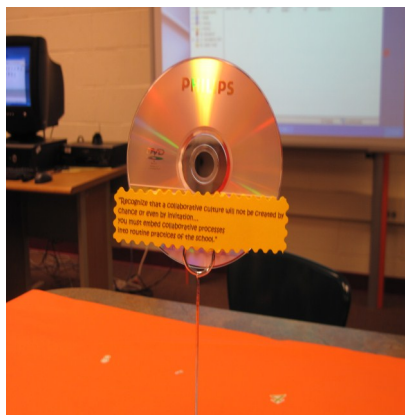


Professional Development Matters!

"When you know better you do better." By Maya Angelou



New Beginnings!

Welcome to *Professional Development Matters!* newsletter. It will be published quarterly this school year. I have changed the name from Spotlight on Staff to ***Professional Development Matters!*** as Dr. Starr's focus and vision is on serious professional development for all MCPS staff. I welcome topics and ideas for this staff newsletter via email and in person.

This year, we have many new teachers, both, new to teaching and new to our county. We welcome them as part of the Newport Mill instructional community! For these new members, the onboarding team has been established to provide mentoring and information on the culture of Newport Mill Middle School for student success.

Inside this issue:

Need to become Learning Organizations	2
Social Media for Educators	2
Book Review <i>The Global Achievement Gap</i>	2
Fall Professional Development Events at NMMS	3
Spotlight on Staff: <i>Kevin Jackson</i>	3
Classroom Practices at NMMS	4

So, what *is* Onboarding at Newport Mill Middle School?

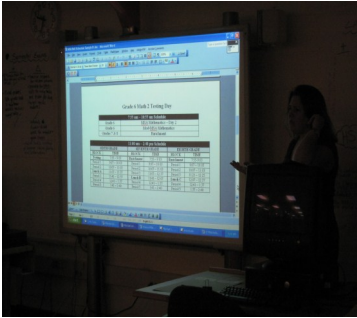
The mission of the Onboarding Committee is to provide new staff members a strong welcome, peer support, and a smooth transition that will enhance long-term relationship building, job performance, and increase student achievement and success. It focuses on:

Building Protocol
Middle Years Program (MYP)
Differentiation
Technology
Discipline

Each member of this committee assists new staff members in becoming more comfortable in their position here at Newport Mill Middle School and will be ongoing throughout the 2012-13 school year.

Ms. Summers, 6th Grade Team Leader, and Ms. Hall, 7th Grade Team Leader, are co-chairs of this committee. Support is provided by Ms. Shah, the Staff Development Teacher, as needed.

CURRENT RESEARCH: The Need to become a Learning Organization!



The next generation of professional development resources have arrived and for us to be the best we can be as 21st Century educators, we must become learning organizations. Why? Times are competitive and we need to work smarter, not harder. There is too much information for organizations to just take in, instead they must become collaborative and team oriented. Knowledge needs to be shared and must be system-wide. Also, everything is connected globally; times demand the ability to see the world as a complex phenomenon. Another reason is human nature requires continuous learning for achievement. Talented people are assets. The key to growing and becoming successful organizations is to allow members of its teams to self-reflect and grow at its free will. If learning organizations are cognizant of designing effective processes, the investment will be impacting, and the learning will not be seen as “coerced”. Members will buy in because they will see the personal benefits as well as the advancement of its organization.

We must look at the barriers to becoming a learning organization and develop life-long learning practices to be successful. The time is NOW to create a culture in our institutions that encourages and supports employee learning and risk-taking with innovations and impart that knowledge system-wide.

TECHNOLOGY NEWS! Social Media for Educators

There are many uses of social media. Below are some of the more popular and easy ways to incorporate or infuse these in your daily lessons.

*Tell me and I forget.
Teach me and I
remember. Involve
me and I learn.” --
Benjamin Franklin*

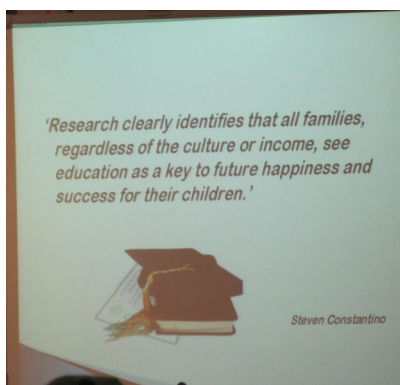
YouTube: teachers can view, create, upload videos, music, etc. for instruction.

Facebook: teachers can use this (outside of MCPS, since it is blocked at work) to promote, broadcast, as a central location for academics.

Twitter: another media to broadcast or tweet information and even receive homework through this venue.

Pinterest: this is great for resources on the web.

Successful Practices Observed in NMMS Classrooms



- ⇒ Teaching Standard II: Teachers know their subject matter
- ⇒ Think Pair Share
- ⇒ “Countdown Explanation”
- ⇒ Thumbs Up
- ⇒ Alignment of lesson with mastery objective
- ⇒ Making adjustments to lessons based on student needs
- ⇒ Student friendly classroom environment
- ⇒ Sense of humor
- ⇒ Clear, specific directions for student activities
- ⇒ Positive student-teacher relationship
- ⇒ Utilization of technology and social media

Fall Professional Development Events at Newport Mill Middle School

Venue	Professional Development Content
Middle Years Program (Throughout 2012-2013)	Building Unit Plans Task-specific Rubric Constructing Authentic Assessment Tasks Online Curriculum Resources
Department	Professional Learning Community Rollout Training Common Core and STEM Transition Special Education Accommodations Updates Edline Training Present and review standards and objectives Artifact analysis /range finding Share out of best instructional practices Direct Vocabulary Instruction
Grade Level Team	Model /reflect on teaching strategy Behavior management strategies Establishing Classroom Routines
Whole Staff	Schedule Review Process IEP Reminders
Leadership Team	Interest-based Decision Making Common Core and STEM Transition Guiding Questions Assessment Parent Conference Structure for 2012-13
Staff Development (Throughout 2012-13 and as needed)	Coaching on lesson planning, write an effective objective, provisioning, and classroom management strategies Online and MCPS Resources Individual Teacher Support Support to Departments and Teams as needed Classroom Walk-through for Parent Community Professional Development Plan

Spotlight on Staff: Kevin Jackson, *First Year Teacher*

"I have grown up literally and professionally in MCPS. I graduated from Sherwood High School in 1997. In the spring of 1999, I began my career as a Special Education Para-Educator at Mark Twain School, with students I actually went to high school with. It was supposed to be a short term job, but I began to love having a positive impact on students' lives. In turn, those students had a positive impact on my life. Eventually I decided to become a professional social studies teacher, and completed a teacher program at Morgan State University in 2009. With the closure of Mark Twain, I began work at Poolesville High School as a Special Education Para-Educator, and JV football coach for three years. I come to this great school with a wealth of experience from supporting outstanding teachers I have had the privilege to work with over the last 13 years and gratitude as a first year teacher to our school for this wonderful opportunity. It is an honor and a privilege to work here at Newport Mill Middle School, with a great, hard-working, and supportive staff and the best group of sixth graders known to man."

BOOK REVIEW: *The Global Achievement Gap* By Tony Wagner

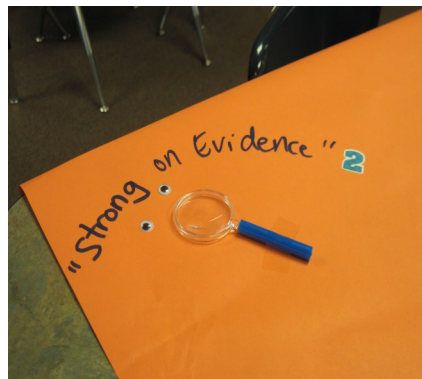
The leadership team read this book during summer leadership retreat 2012 as part of our professional development. This book is a great overview about our schools in the past and how it is an urgency we begin to utilize some of the skills mentioned for student success.

The author of this book attempts to explain *2001 No Child Left Behind Act* has made some schools even more ineffective. Therefore, he presents seven 'survival skills' students should focus on to prepare for college, work force, and personal life.

1. Critical Thinking and Problem Solving
2. Collaboration Across Networks and Leading by Influence
3. Agility and Adaptability
4. Initiative and Entrepreneurialism
5. Effective Oral and Written Communication
6. Accessing and Analyzing Information
7. Curiosity and Imagination

The good news is there are some schools who are getting it right; unfortunately, they are small in number.

I highly recommend this book to those interested in learning the importance of teaching the survival skills mentioned in the book; most of the skills align with IBO philosophy. We have several copies in our professional library in the media center.



Staff Shout-out!

Mr. Buzz Genner...for being receptive and open to ideas and making changes in his classroom for student achievement.



*Published by Farhana N. Shah, Staff Development Teacher
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