

FAC
January 11, 2017
R2i2

Talent Development Discussion

1. What do we do well for talent development?
 - a. Positive PR
 - b. Career Fair
 - c. Instructional Coaches
 - d. High Expectations
 - e. Well Kept Buildings
 - f. Technology
 - g. Resources Outstanding
 - h. Leading Up
 - i. R2 Innovates
 - j. Autonomy
 - k. Allowed to do what is right for our students. Maybe in pockets.
 - l. District selections inservice.
 - m. Offer summer technology institute
 - n. Offerings during the summer
 - o. Workshops in in depth trainings. Being able to have opportunities
 - p. Meet and Greets with ITS. Welcome back PD for new teachers
 - q. National Board Certification
2. What can we improve upon in talent development?
 - a. PD could be at end of year instead of at beginning. Time to implement over summer
 - b. More time to reflection on PD. Create and use materials.
 - c. Instead of front loading, waiting until later in the year. Develop lessons to take back to classroom.
 - d. Refine ways to collect data. Too much data
 - e. More training and support for inclusion of Special Ed
 - f. Marketing for PD. Some people know some do not. Year round PD. Better ways to market PD
 - g. Push PD to them instead of pull
 - h. Train mentors or buddies.
 - i. Still more opportunities to watch master teachers after induction year. Out of the building.
 - j. Location of PD. spread them out across the district. Separate out PD days and levels.
 - k. Variable days in the summer. Throughout the year.
 - l. More time to talk with content people around the district
3. What would you like to see the district do for development of teachers?

- a. Financial Incentives for in particular new teachers. Purchasing property to build apartments for teachers to live in. Build subsidize o
- b. CPI Training
- c. CPR and first Aid Training for all teachers
- d. PD Online. Sign up on own. Able to do PD whenever you want.PD 360
- e. Google Folder or common place to add instructions, assessments, etc. Common place to share things. (Quality Control)
- f. Hands on workshop. Online session
- g. Variety for Instructional Assistants especially SPED.
- h. Offer things more than once. Multiple times. Development for TAs
- i. Every school should have an Interventionist and Behavior Interventionist
- j. Video PD days.
- k. Unconference where people have an idea and all come. PD ondemand. EDCamp
- l. Summer pay,
- m. Add more days

Schedule for PD

- Returning Contract end of year
- New contracts beginning of year
- Video and archive PPD.
- Spread out PD throughout the year (INCREASE COMMUNICATION)
- Summer Pay for PD
- Keep teacher Workday instead of PD
- Student Teacher ratios vs. More days, more money
- Common time during the Day for PD and then common time for Work