

SECTION 10-PROFESSIONAL DEVELOPMENT

The MHS professional development plan (Appendix F) will increase student achievement (as measured by CSAP scores) by encouraging and supporting all who are entrusted with MHS's mission. Through workshops, site visits and mentoring, the administrative and teaching staff of MHS will be supported in the effective implementation and delivery of a rigorous curriculum, development of personal character and the maintenance of a stable learning environment. MHS's Board of Directors will also participate in professional development through charter school conferences, CDE seminars and other appropriate venues in order to promote sound business decisions and provide excellent governance. Please see Project Goal 3 in the previous Section 2 for further details on how MHS will use these grant funds ensure a successful professional development plan.

Skills and knowledge acquired through professional development trainings will be implemented and shared by holding in-service trainings and collaborative meetings with the appropriate groups. In particular, follow-up coaching and mentoring results in teachers using new instructional strategies and materials (introduced in staff development programs) more often and with greater effectiveness, using them more appropriately, exhibiting long-term retention of knowledge and skills concerning strategies, giving more efficient explanations of new models to students, and having a clearer understanding of the purposes and uses of new strategies. This is supported by: Joyce, B. & Showers, B. (1988). *Student Achievement Through Staff Development*. Harlow: Longman

Each year the faculty will engage in professional development to improve their skills and knowledge for teaching the population at MHS. During the first few years, training will focus on general skills and knowledge such as policy and procedure implementation, classroom management, teaching with objectives in mind, meaningful assessment development, etc. However, as teachers establish themselves at MHS, more individualized approaches to professional development will be implemented. Each faculty member will engage in a needs assessment coupled with administrator classroom visits so that specific needs (based on observed and self-reported weaknesses) for each faculty member are accurately identified. The administrator and faculty member will then develop a plan that includes measurable goals and outcomes for the year. Resources will be set aside for the professional development of staff and the achievement of their professional goals will be monitored by the Executive Director.

Technological professional development for all MHS staff will focus on integration of technology into curricula and daily operations of the school. Teachers will have access to lesson plans, classroom materials, and opportunity to interact online with other professionals who are successfully implementing the curricula. All MHS staff will have access to computer technology. In-service training in technology will be provided by vendors, library technicians, and media specialists for their respective technological aspects. Vendors that use technology as a method of delivery for their materials, or those that provide options to use technologies such as the internet will provide in-service training to the appropriate MHS staff. Please refer to Appendix D for full details.

MHS will recruit the best possible teacher candidates, and once hired, will ensure that the most effective research-based training and strategies are implemented to improve student

achievement, teacher collaboration, and curriculum implementation and development. Though MHS is seeking waivers from licensure, teachers will be expected to be highly qualified in their respective core subject areas upon hiring as required by NCLB and as defined by the State of Colorado. Teaching staff hired by MHS must demonstrate competency in their subject areas, and must pass a thorough background check. MHS expects that the majority of its teachers will be licensed educators.