Professional Development Report

Background

The Livermore Valley Joint Unified School District (LVJUSD) holds as its mission to ensure each student graduates with the skills needed to contribute and thrive in a changing world. Our Board of Education identified as one of the Core Values for Teaching and Learning "to continually develop and support a high-quality staff that is committed to innovative teaching." Each employee plays a critical role in creating a safe, caring, and engaging learning environment and equipping students with the knowledge, skills, and critical thinking to embrace challenges and opportunities they will encounter in the future. As stated by John Dewey, "If we teach today's students as we taught yesterday's, we rob them of tomorrow." Now, more than ever this quote rings true. Over the course of the last eighteen months, we have seen the demand for and the delivery of innovative professional development increase at the greatest rate in recent history. The COVID-19 pandemic has brought rapid and monumental change to teaching and learning, and our District has been responsive to changes and the evolving needs of our staff. We are very fortunate that LVJUSD employees are eager to remain skilled and current in their practice to prepare our students for the future.

Professional development to acquire new and advanced skills and to expand knowledge, leadership, and critical thinking is a necessity in moving our District forward. It is essential as we challenge our students to reach their greatest potential. According to a *Learning Forward* publication, *Why Professional Development Matters,* by Hayes Mizell, "In education, research has shown that teaching quality and school leadership are the most important factors in raising student achievement. For teachers and school and district leaders to be as effective as possible, they continually expand their knowledge and skills to implement the best educational practices. Educators learn to help students learn at the highest levels."

LVJUSD's Professional Learning Communities (PLCs) are an essential forum for staff to share, problem-solve, and learn together. PLCs take place throughout the workday and year, and during designated weekly professional development and collaboration time. Professional learning supports the development of individuals and the alignment of team, school, and District goals. As stated on the *Learning Forward* website, "Increasing the effectiveness of professional learning is the leverage point with the greatest potential for strengthening and refining the day-to day performance of educators."

Employees in all positions are offered professional development and training, incorporating the delivery and application of content, along with structured time to collaborate, and share best practices, as well as effective and efficient strategies.

Classified, certificated, and management staff are dedicated and embrace their roles and responsibilities to support student learning, programs, and opportunities for our students.

Status

Our Board of Education and our District leadership recognize that all staff members of the LVJUSD must be allocated time and support to acquire, improve, and enhance professional knowledge, practices, and skills. During the 2020-2021 school year and through the summer of 2021, staff embraced relevant and timely professional development. The flexible Professional Development Day for certificated staff provided the option of individualized professional growth for teachers. Flexible professional development included a range of activities such as attending workshops on academic content, teaching students with special needs, learning with peers about integrating technology, accessing resources to enrich the curriculum, and/or completing online mandatory compliance trainings. Teachers spent hours learning to deliver instruction virtually, and they participated in these professional development offerings virtually. Teachers also attended workshops and trainings, both in-person and virtually, on specific specialized District programs including *Project Lead the Way* elementary, middle, and high school engineering, and International Baccalaureate. District-wide

academic, behavioral, and social emotional learning aligned with our Framework for Success, and Distance Teaching and Learning were the areas of focus in all content areas.

The chart on the following pages highlight samples of key professional development delivered in the LVJUSD during the 2020-2021 school year:

Professional Development	Target Audience	Number of Participants (Approx.)	Description/Topics
Leadership			
Leadership Institute August 2021	Site Administrators, Leadership Teams, and Board Members	~200	This year, our two day August Leadership Institute had an Olympics theme, to celebrate the "2020" Olympics and the Olympic Spirit of coming together across cultures, backgrounds, and experiences. This year the focus was on Comprehensive Approaches to English Language Development [ELD] and Integrated ELD, and Using an Equity Mindset to Support Our Framework for Success.
Leadership Team Workshop 2021	Leadership	53	*Education in Equity* was the theme for our 2021 Leadership Team Workshop, and addressed the topic of best practices to support access and achievement of all students. Assistant Superintendent Melissa Theide introduced a new book study for *The School Leaders Our Children Deserve.* The administrative team spent the full day planning for an exciting return to in-person learning for the 2021-2022 academic year.
Special Board Workshops	Board Members and Cabinet	19	Topics included: • School Plans for Student Achievement (SPSA) • Budget Workshop • End School Dismissal • Facilities Master Plan • Core Values to guide the focus of District priorities
New Board Trustee Orientation	Board Members and Superintendent	6	Topics included: • Goals & Desired Outcomes • Roles & Responsibilities • Governance Team Culture • Norms & Protocols • The Brown Act
California School Boards Association (CSBA) – Annual Education Conference (Virtual)	Governance Team	6	Topics included: • New Trustee Orientation • Budget & Finance • Governance • School Safety • California Standards • Community Engagement • Communication
Equity Leadership Training	Leadership	53	Topics included: • Student Voices & Visions • School Climate & Culture

Superintendent K-12 Principal Meetings	K-12 Principals	18	Monthly meetings with Principals. Topics Included:
			• Math Teaching & Learning
			   o Learn & Lead Focus Area: Observational Tool for Instructional Leaders
			• CDC & Alameda County Health Department Updates re: COVID-19 (Ongoing)
			• Distance Learning Planning – Transition to Hybrid Learning
			   o COVID-19
			   o Preparation for Learning Hubs & Hybrid Learning
			   o Operational Updates
			   o MOUs

Cabinet Meetings	Cabinet Members	13	Topics Included: • COVID-19 Updates • Power Outage Protocols • Student engagement; school culture and climate • Equity & Inclusion • Learning Cohorts • Hybrid Learning Planning • California (CA) Dashboard and Accountability System • Policy Review • Budget Priorities and Development • Legal Mandates and Legislation • Instructional Leadership • School Dismissal Planning • Site Observation and Goal Setting • Leading Change • Culture and Climate
Emergency Communications School Site/District Liaisons Training	District Communications Team and Site Liaisons	52	Training and practice in preparation for emergency situations and the State-wide *Great California Shake-Out*
Emergency Disaster Training	Site Administrators, Site Executive Assistants, District Office Staff	75+	Staff participated in the State-wide *Great California Shake-Out* earthquake and disaster emergency training
Administrative Services			
K-12 Principals - Human Resources Professional Development	K-12 Principals	20	Monthly meetings. Topics included: • Administrator Professional Development • Safety Issues • Evaluation Process and Guidelines, Recruitment/Hiring Timeline • Community Engagement and Communication • Online Etiquette • Budget Updates • Negotiation Updates • Contract Language • Technology Survey • Grievance/Contract Disputes • Comprehensive Safe School Plans • Board Policy • Calendar Decision

			• Progressive Discipline/Frisk Training and Review • Facilities • Staffing, Recruitment, Transfers and Enrollment • Employee Mental Health • Reopening Plans • Virtual Academy • Chromebook/Tech Distribution Plan • Facility Master Plan Process • Care Solace • ThoughtExchange Demo • Panorama Survey Results • Donors Choose Input and Guidelines • Volunteers • Summer School • High Needs Cohorts • Graduation, Promotion and End of Year Activities • Open House Ideas • Intervention and Remediation Plan • Standards-Based Grading Pilot Cohort • Beginning of Year Plans
Business Services			
Attendance Training (3 virtual trainings during 20/21)	Site Attendance Staff	25	Review attendance procedures for distance learning
Individual Budget Training on request	Staff	25	Throughout the school year, upon request
Classified Professional Development Day (Virtual)	Classified Office Staff	40	Provide department-specific training to site classified office staff
Budget Review & Planning (Virtual)	Principals & Exec. Assts.	38	Annual site budget review and planning
Community Engagement			
Middle School Principal Meetings	Middle School Principal Meetings	5	Communications, Family & Student Support
Annual Classified PD Day	Executive Assistants and Office Staff	~40	Blackboard Mass Notifications
October PD Day	Executive Assistants and Others	~40	Beginning Blackboard Mass Notifications, Advanced Blackboard Mass Notifications, Homepage Updaters, Website Support & Calendar Support
ThoughtExchange (in Partnership with Superintendent's Office)	Parents/Guardians, Students, LVJUSD Employees, Bargaining Units, Stakeholders, Community Members	~13,000	Engagement tool for gaining perspective from our District community on a variety of topics. Seventeen (17) ThoughtExchange campaigns held during 20/21, including: • School Reopening Plans • Elementary Distance Learning & Reopening Plan • Listening Campaign for Local Control & Accountability Plan (LCAP)
Individual Training by Request	October PD Day	8	Training of new staff on Blackboard Mass Notifications and Mail Merge, Peachjar, and other applications
Contacts Cleanup Support for Blackboard Cleanup	October PD Day	~20	Guidance and assistance with contacts cleanup for more accurate Blackboard Communications from school sites

Curriculum and Special Projects			
K-12 Principals / VPs Meetings	K-12 Principals / Vice Principals	35	Monthly Meetings - Topics included: • Math Update (Investigations, Illuminate, DreamBox) • easyCBM (Curriculum-Based Measures) - Assessment Plan • TK-1 Phonics/Phonemics • Elementary District Write • Library Check-out Process • Livermore Shakespeare • Science Specialists • GATE Testing • TK-5 Report Cards • Assessment Calendar • English Language Proficiency Assessments for California (ELPAC) • Science Update • Math Priority Standards • Silicon Valley Math Initiative (SVMI) Updates • Schoology Needs • easyCBM • Library Expectations • Spelling Bee • MathCounts • Wednesday PD Planning • High School Biology Adoption • Physical Fitness Testing (PFT) • New & Revised Courses • Timelines and procedures • PSAT & SAT • PSAT/NMQST • Career Technical Education (CTE) Course Focus – Certifications • Work-based Learning Data Requirements;
Elementary Wednesday Professional Learning	K-5 Teachers	350	Monthly meetings – Topics Included: • Data Informed Decision Making • Reading Workshop Model – *Benchmark Advance* English Language Arts (ELA) Intervention Materials • Readers Workshop – *Benchmark Advance* • Common Formative Assessments • Conditions for Learning • Social Emotional Learning (SEL) Crosswalk • *Investigations*: Importance of Discourse • *Investigations*: Math Workshop (Workshops were adapted to meet individual school/program needs) • Positive Behavioral Interventions and Supports • Supplemental Activities
Secondary Wednesday Professional Learning	6-12 Teachers	350	Monthly meetings – Topics Included: • Data Informed Decision Making • Reading Workshop Model – *Benchmark Advance* ELA Intervention Materials • Readers Workshop – *Benchmark Advance*

			• Common Formative Assessments • Conditions for Learning • SEL Crosswalk • *Investigations*: Importance of Discourse • *Investigations*: Math Workshop (Workshops were adapted to meet individual school/program needs) • Positive Behavioral Interventions and Supports (PBIS) • Academic Discourse • Universal Design for Learning • Supplemental Activities
October 2 Professional Development Day	Tk-12 Teachers	700	Workshops included: • Supporting the Framework for Success through a Cultural Lens • Illuminate - Online assessments (MS & HS) • Illuminate - TK-5 Report Cards (Elementary Science Specialists & New Elementary Teachers) • Newsela training • How to Get the Most Out of Our District's New EdTech Tools (Screencastify, EdPuzzle, Kami) • Music Teacher Collaboration • Gizmos (Math) • Gizmos (Science) • Spatial-Temporal (ST) Math - Teaching Remotely w/ ST Math • DreamBox – TK-1/2-3/4-5 • PowerTeacherPro & Schoology Gradebook • Big Ideas - Geometry • Big Ideas - Algebra 2 • Algebra - Essential Standards & Visual Thinking Strategies • OpenSciEd - Digital Uses • Engaging All Students! Distance Learning in Math • Joyful Classroom - ELA instruction (K-5) • Joyful Classroom - ELA instruction (6-8) • Schoology - Moving Past Basics • Schoology - Tips & Tricks • Authentic Assessment strategies • SEL (Panorama) • Engagement Strategies • Communication Through Technology - Blackboard • Video Conferencing – Strategies for Engagement • Video Conferencing – New Google Meet Tools • California Assessment of Student Performance and Progress (CAASPP) Interim Assessment Blocks (IABs) • CTE - (Collaborative) • English Learner (EL) Distance learning • Number Talks • Math Performance Tasks- SVMI • Integrated and Designated EL Strategies in StudySync • "Data-Driven Instruction (Create/Assign and Grade) Study Sync" • Virtual Parent Conferencing (Skills in Reading "Cues"/Sharing Information, etc.) in a Virtual Reality

			• Advanced Placement (AP) Classroom • Zones of Regulation • Jamboard • Tips & Tricks for Interactive Whiteboard • Hands-On Science in a Virtual Setting • Developing Biliteracy During Distance Learning • GoFormative • Google Forms Escape Rooms • Strategies for Foreign Language Distance Learning • StudySync - Differentiation and Grouping Students • Illuminate - Generating Reports for Small Groups • Work/Life Balance: Supporting Ourselves and Supporting Our Students • Restorative Justice • How to Use Interactive Programs During Distance Learning • How to Use/Manage Online Breakout Rooms during Distance Learning • Identity-Safe Classrooms/Schools • Desmos: How to Use Virtually • Using Digital Tools for Tests and Quizzes • Hyperdocs/Hyperslides • Intro to the Enneagram • Assessing Online in Lower Grades • Gamify your classroom: Skilltrees • Create Custom Animated Badges • LLNL - Science Information • Youth Mental Health First Aid (MHFA) Training • Units of Study - Digital Tools • CPI (Crisis Prevention & Intervention) Training • Special Education Information System (SEIS) training • International Baccalaureate (IB) Middle Years Programme (MYP) Unit Planning • IB Diploma Teachers Distance Learning Forum • Advancement Via Individual Determination (AVID) - Creating Engaging and Rigorous Digital Classrooms • World Language - Teaching and Assessment in the Miniature Classroom • Adaptive Physical Education (APE) - Collaborative • PBIS: Adaptations for Creating Community in the Current Context • PBIS: Exploring Suspension Data & Alternatives #PBIS • PBIS - Middle & High School • Assessing Critical Thinking with the NGSS Standards • Learn to Design Positivity Badges • Goal Oriented Gamified Classroom - SkillTrees • Using Tinkercad for 3D Geometry • Tele-Assessment • Best Practices in Educational Tele-Therapy • Optimizing Google Forms and Slides to Create Escape Rooms • Grit: Teaching Passion and Motivation

			• "When You Meet Archimedes in the Road, Tell Him Not to Disturb Your Circles" • Self-Care for Educators • Engaging Students w/Google Slides • Blackboard Communications & Messaging - Beyond the Basics • Blackboard Communications & Blackboard Website Training for Administrators, Executive Admins, Office Staff & Webmasters • Benchmark Advance – TK teachers
CAASPP Training	Principals & Site Coordinators	40	CAASPP Administration, including remote testing
California Alternate Assessments for ELA & Math (CAA) Training	CAA Test Administrator & Selected Administrators	20	CAA Test Administration
Educational Services			
Positive Behavioral Interventions and Supports (PBIS)	Cohort 1 Schools (5) Cohort 2 Schools (5) Cohort 3 Schools (5) High School Cohort (3)	100	School-wide systems to support student positive behavior
School Plan for Student Achievement (SPSA)	Site Administrators	20	Held several sessions to support administrators with the development of the new School Plan for Student Achievement (SPSA) aligned with our Local Control Accountability Plan (LCAP)
21-Day Challenge	All Employees	1,400+	Two 21-Day Challenges held during the 2020/2021 School Year, in partnership with MEB Consulting Group: • Introducing Our Collective Focus: All Employees As Educators • Pathways to Empathy
Monthly Professional Development	Counselors	11	Monthly Meeting – Topics included: • Academic and Counseling Handbook • Transition From High School to College • Concurrent Enrollment • Suicide Policy and Procedures • Las Positas College Math Tutoring for High School Students • Math Acceleration • College and Career Readiness • CTE completion • Graduation Requirements for Immigrant and Migratory Students • Mental Health Services • Foster and Students in Transition (Homeless) Youth Support • Family Educational Rights and Privacy Act (FERPA)
Human Resources			
Classified Professional Development Day	Classified Office Staff	40	District Office departments (Information Technology (IT), Curriculum, Human Resources (HR), Payroll, Business Services, Purchasing, and Student Services) presented relevant information and updates for the coming school year to site office staff
Keenan Safe Schools	All Employees, Coaches, Substitutes	1500+	Online training related to Safe Schools practices

Certificated New Hire Orientation	Newly Hired Certificated Staff	90	Full day introduction to our District, policies, practices, etc.
Classified and Certificated Evaluation Training	Administrators & Program Managers	10+	Provided guidance and training in completing evaluations for classified and certificated staff
Information Technology			
Classified PD Day	Executive Assistants & Office Staff	~40	Topics included: • PowerSchool • Calendars & Bell Schedules • Enrollment & Transfers
New Teacher Orientation	New Teachers	75	Train new teachers on District technology and Curriculum resources: G Suite, Outlook, LVJUSD Portal, Google Intranet, etc.
Power Scheduler Workshops	Secondary Administrators	15	Mid-Year and End of Year Training
PowerSchool Data Dive	District and School Office Staff	160	PowerSchool best practices, program records, Level Data, validation for CALPADS, End of Year processing
Schoology Training for Parents	Parent Liaisons	20	Schoology overview for parent/guardian-level users
Schoology Training for Administrators	K-12 Principals/VPs	40	High level user training for administrators
Power Teacher Pro Gradebook	Secondary Teachers	120	Training on Power Teacher Pro Gradebook and Schoology
Schoology Site Leads Monthly Meetings	Schoology Leads	40	Monthly training on Schoology
Site Tech Lead Monthly Meetings	Tech Leads	40	Monthly training on various technology tools, including Zoom, Screencastify, Kami, and Schoology
Report Cards	Secondary Principals	6	Report Card overview
Report Cards	Christensen Middle School Instructional Leadership Team (ILT)	11	Report card training
Report Cards	Drop-in Training As Needed	Varied	Report Card Passback support training
Polycom Studio Training	Secondary Teachers	100	Training videos utilizing Polycom Studio
Various One-on-One Trainings to Support Distance Learning	Teachers	Varied	Topics included: • Video Conferencing (Google Meet, Zoom, WebEx) • Document Cameras & Webcams • Poly Studio • Equipment Setup
Maintenance, Operations and Facilities (MOF)			
Custodial Staff Meeting	District Custodial Staff	50	Integrated Pest Management Training

Custodial Equipment Training	Custodial Staff	50	Quarterly Training – Safe Use of Equipment
Boiler Training	HVAC Staff and Plumbers	5	Maintenance and repair of boiler equipment
Scissor Lift Training	MOF Staff	12	Scissor lift certification training
Forklift Training	MOF Staff	12	Forklift certification training
Trailer Lift Training	MOF Staff	12	Certification to operate aerial/boom lifts
Electronic Door Closures Training	Locksmiths and Skilled Trades Workers	4	Repair and maintenance of Door Closures
Panic Bar Training	Locksmiths and Skilled Trades Workers	3	Repair and maintenance of Panic Bars
Pool Maintenance Cross Training	Aquatics Coordinator & Maintenance Staff	4	How to service swimming pools, check chemical levels, and additional cross-training for when Coordinator is not available.
Equipment & Operations Trainings with Bond Department	MOF & Bond Staff	35	Numerous Bond Department trainings on how to operate new systems in Granada High School's athletics and aquatics facilities, East Avenue Middle School's two-story classroom structure, and the new classrooms and gym at Joe Michell K-8.
Pesticide Application Training	Integrated Pest Management Coordinator	1	Annual training to maintain Qualified Applicator License (QAL)
Hydrostatic Equipment Training	Custodial Staff	56	Training on how to use new hydrostatic sprayers and chemicals
Power Washer Training	High School Custodians	14	Training on how to use new high-temperature power washers for bleachers and gum removal
Asbestos Training	Facilities Director & Technician	2	Proper identification and handling of materials containing asbestos
COVID-19 Cleaning Protocols	Custodial Staff	56	Proper deep cleaning and disinfecting protocols
Pool Operators Certification	Aquatics Coordinator	1	Training for the safe operation of commercial pools
Weekly Safety Meetings	MOF Staff	35	Various safety topics
Bond			
COVID-19 Protocol Coordination	Bond Staff, Agency Partners, & Contractors	50+	Training and review regarding COVID-19 protocols, guidelines, and operational procedures
Special Education			
Crisis Prevention Intervention (CPI) Training	Teachers, Aides, Principals/VPs	50	Provided training focused on an effective framework to safely manage and prevent difficult behavior
New Teacher Training	New Special Education (SPED) Teachers	12	Provided monthly training to new special education teachers that focused on legal requirements, Individualized Education Program development, overseeing para professionals, instructional design, and positively addressing problem behaviors
Psychologist Professional Development	Psychologists	17	*Patterns of Strengths and Weakness* training to teach a different methodology when considering Specific Learning Disabilities
Psychologist Professional Development – Student Mental Health	Psychologists	17	School Psychologists were provided training to address mental health challenges for students in while in distance learning
Special Education Teacher Monthly Meetings	Special Education Teachers	80	Provided monthly training to all special education teachers that focused on improving their practices, and important updates from the California Department of Education

			regarding legal matters and Individualized Education Program development
COVID-19 Dismissal Training	Special Education Teachers	80	Provided training throughout the year on rules surrounding distance learning for IEP's, and to discuss ways to improve supporting students through this environment
Legal Compliance Training	Special Education Staff	80	Our Legal Counsel, Karen Samaan, provided annual training to ensure we were in compliance with the latest Special Education laws
SEIS Training	Special Education Staff	80	Provided training regarding latest SEIS updates for Special Education staff
Paraeducator Bi-monthly Meetings	All Paraeducators	100	Provided bi-monthly training to Special Education Paraeducators focused on areas to improve their practice. Training included working positively with students with challenging behaviors, how to understand and implement an Individualized Education Program, and working collaboratively as a team.
Registered Behavior Technicians	All Registered Behavior Technicians (RBTs)	15	Behaviorist provided training to RBT's on a bi-weekly basis to ensure they are up to date in their certifications
Speech Staff Development	Speech and Language Pathologists (SLPs)	17	Provided training on how to use the virtual platform (Presence Learning) to support students' therapy needs
Preschool Parent/Guardian Training	Parents/Guardians	20	Monthly trainings for parents/guardians, to provide them with skills and support to work with their preschool student(s) with a disability
Program Specialist Compliance Training	Program Specialists	5	Legal counsel, Karen Samaan, provided targeted training to our Program Specialists on how provide guidance during virtual learning
Student Services			
Automatic External Defibrillators (AED)/ Cardio-Pulmonary Resuscitation (CPR)/First Aid Training	All Staff	200	Certified participants in CPR/First Aid/AED
Child Welfare and Attendance (CWA)Training	CWAs	5	Training related to Child Welfare and Attendance procedures, including School Attendance Review Team (SART) and School Attendance Review Boards (SARB) processes, home visits, checking our McKinney-Vento (MKV) and foster students (housing insecure and/or students in transition), and sharing best practices
Youth Mental Health First Aid (MHFA) Training	Staff, Parents/Guardians, and Students	199	Provided training around Youth MHFA, where participants learned how to identify, understand, and respond to signs of mental illness and substance use disorders
Comprehensive Safe School Plan	K-12 Principals/VPs	20	Reviewed elements needed to complete a Comprehensive Safe School Plan
City Serve Training	Student Services Director & CWAs	6	Community-School Connect to Provide Services for Students
MKV/Foster	Classified Site Staff and CWAs	35	Update on laws effecting the registration and education of MKV/Foster Children
Brief Intervention (BI) for Substance Using Adolescents	Counselors, CWAs, Psychologists	60	Training designed to build skills among counselors and other adults working with adolescents. BI is a short-term, counseling-style intervention consisting of 2-4 sessions aimed at adolescents who use tobacco, marijuana, alcohol, and/or other drugs
Kinder/TK registration – COVID-19	Registrars, Office Specialists and CWAs	25	Review new student registration regarding COVID-19 restrictions

Conflict Resolution Training	Administrators	25	Conflict resolution training with Jacqueline Litra, Attorney at Law
Title IX Training	Title IX	10	Process and procedures for Title IX with Dora Dome, Attorney at Law
Panorama Survey	Middle and High School Administrators	25	Social/Emotional learning survey and program information
ACOE Foster Children	Student Services Director, Administrators and CWAs	28	Review new laws & District responsibility for foster students

Fiscal Impact

Professional development was primarily funded through designated Local Control Funding Formula (LCFF) dollars and categorical program allocations: Title I, Improving Academic Achievement of the Disadvantaged; Title II, Teacher and Principal Training; Title III, Language Instruction for Limited English Proficient Students; California Department of Education Low Performing Students Block Grant; and Expanded Learning Opportunity Grant Funds.

9/21/2021