

Professional Development for 2020-21 School Year

Tentative Agreement reached on August 17, 2020

Pending SPS Board and SEA Board and Rep Assembly Approval

The District and Association recognize the need for mandatory professional development for all employees in preparation for remote instruction. SEA and SPS will work together to plan and facilitate trainings. In addition, SPS will utilize PD already offered by SPS, SEA, WEA and Washington State Ethnic Studies Now. The list below is not exhaustive but is intended to capture the shared interests of both SPS and SEA. Recognizing that learning is an ongoing endeavor, PD may continue throughout the school year. A jointly developed addendum will be provided that provides context, purpose, and shared understanding for each of these topics below.

1. Staff will be provided professional development (PD) prior to the start of school for the purposes of:
 - a. Pedagogical practices and content for online/remote teaching
 - b. Blended learning
 - c. Use of District approved and supported technology platforms (including basic “101” trainings for accessing online resources).
 - d. Social Emotional Learning strategies
 - e. Trauma-informed and culturally responsive/antiracist SEL instruction and support
 - f. Liberation through Anti-Racist practices
 - g. Targeted Universalism
 - h. Inclusionary practices for students with special needs
 - i. Training on implementation of accommodations within online learning tools
 - j. Ethnic studies provided in combination with SPS educator designed/led PD, WA Ethnic Studies now, and the Ethnic Studies and DREA departments
 - k. Black studies and STI
 - l. Culturally responsive content and methods for teaching in remote settings
 - m. Family engagement strategies including:
 - i. Communicating with families with linguistic diversity, and
 - ii. Supporting students and families with access to virtual/remote learning
 - n. Inquiry-based learning and remote planning support for PLCs
 - o. Specific area content PD; role specific to specialists and Special Education
 - p. ESA supports and expectations

- q. Differentiation in an online/remote instructional model
- r. SAEOP support/cross training
- s. Online safety for staff and students; digital citizenship
- t. Health and Safety to help mitigate, minimize, and monitor the spread of COVID-19.

2. Staff who qualify for 32 hours of technology time will be asked to complete 8 hours of time prior to September 11th, 2020 to attend virtual technology PD provided by the District on technology platforms and tools that are supported by the District. Staff will choose from a menu of options that outline various modules dedicated to supporting teachers' capacity, skills, and knowledge in technology proficiency. Courses will be accessed through Schoology.

3. Paraprofessionals who have already completed their 14 hours required for the Fundamental Course of Study will be able to access up to 8 additional hours of District directed professional development to be used for technology training on District supported tools and platforms. Paraprofessionals may be allowed to access their PD Training Credit (64 hours) and their Extra Time (8 days based on their hours/FTE) from 20-21 prior to September 1st in order to attend any of the building or District-directed TRI days that are not already included in their paid work year calendar. These will count for credit in the 20-21 school year. Any of the 2019-2020 PD hours used prior to August 31st will count for credit in the 2019-2020 school year. All paraprofessionals will attend the August 31st District-directed TRI day on Racial Equity. This will be an additional 6 hours of paid PD time.

4. Building-based SAEOPs will be able to access up to 8 additional hours of District directed professional development to be used for technology training on District supported tools and platform. SAEOPs may be allowed to access their PD hours from 20-21 prior to the start of the school year in order to attend any of the building or District-directed TRI days that are not already included in their paid work year calendar. All SAEOPs will attend the August 31st District-directed TRI day on Racial Equity. This will be an additional 6 hours of paid PD time.

5. In addition, the District and the Association will ask OSPI for two student waiver days for the purposes of District-Directed professional development on September 2nd and 3rd, 2020. A comprehensive professional development plan can be implemented with the topics listed above. These will be done in partnership with SEA. The first student day would be Friday, September 4, 2020. September 4-11 would be considered a "Strong Start" with 2 hours of virtual instruction/support dedicated to SEL and well-being, 2 hours of PD time, and 2 hours of common planning, IEP meeting time, and family connection time.

The chart below is illustrative of the language above.

| Date | Purpose | Additional Notes |
|---|--|--|
| Prior to September 4th, 2020 | Complete 8 hours of tech time to attend/engage in technology training related to District approved and supported technology platforms and tools needed for remote instruction. | Cert CBA Article IV, Section F |
| August 27, 2020 | Building-Directed PD/collaboration | Cert CBA Article II, Section B.1, Para CBA Article II, Section B.2, SAEOP CBA Article II, Section B.2 |
| August 28, 2020 | Building-Directed PD/collaboration | Cert CBA Article II, Section B.1, Para CBA Article II, Section B.2, SAEOP CBA Article II, Section B.2 |
| August 31, 2020 | SPS District-Directed TRI on Racial Equity and Liberation through Anti- Racist in; focus on SEL | All paraeducators and SAEOPs paid to attend (an additional 6 hours) Cert CBA Article II, Section B.3, Para CBA Article II, Section B.4, SAEOP CBA Article II, Section B.4 |
| September 1, 2020 | Building business and classroom/worksite preparation (health and safety training) | Cert CBA Article II, Section B.2, Para CBA Article II, Section B.3, SAEOP CBA Article II, Section B.3 |
| September 2, 2020 | District-Directed WAIVER DAY District-Directed PD/collaboration | Requires OSPI Waiver of 180 days |
| September 3, 2020 | District -Directed WAIVER Day District-Directed PD/collaboration | Requires OSPI Waiver of 180 days |
| September 4-11, 2020 “Strong Start” Schedule | <u>First student day</u> 2 hours of student instruction/support for SEL and wellbeing +1 hour of District/Principal Directed PD +1 hour of Building Directed PD +2 hours of common planning/IEP meeting/family connection time | NEW In order to comply with 1027 hours of instruction per state RCW, students would be given supplemental learning activities to make up for the lost instructional time. Learning activities can be SEL or related to family connections. |
| September 14, 2020 | Full start | Students will follow master schedule. |