

## Bismarck Schools Staff Development Alignment and Priorities

BSC Themes	<i>Teaching and Learning</i>			<i>Relationship Management</i>		<i>Operational Excellence</i>				
<b>District Strategic Objectives (from the Balanced Scorecard)</b>	All levels of the organization are accountable for continuous improvement in instruction and assessment leading to achievement for all students.			Standards-based curriculum is communicated, aligned, and flexible to adapt for challenge and relevancy.		Promote a Positive Working and Learning Environment.		Attract and Retain Highly Qualified and Effective Teachers, Administrators, and Support Staff.		Promote the Safety and Wellness of Student and Staff.
Staff Development Themes	1. Data, Assessment, & Evaluation	2. Instructional Strategies & Student Engagement	3. Academic Standards & Curricula	4. Culture & Climate	5. Communication & Service	6. Personnel Mgmt.	7. Skill Development, & Individual Growth	8. Safety & Wellness		
Staff Development Course Priorities (sub-categories)	<b>a. Student Assessment: administration, data extract, aggregation</b>  1.a.1. Data Warehouse-Train the Trainer (Adv.)  <b>b. Student Assessment: Interpretation &amp; Communication</b>  1.b.1. Interpreting student test results (Intermediate)  <b>c. Data-Driven Instructional Decisions</b>  1.c.1. FSDD Centennial Data Day (Basic) 1.c.2. Response to Intervention  <b>d. Continuous Improvement / Program Evaluation</b>  1.d.1. Data Warehouse-Leader Training (Adv)	<b>a. Student Learning Profiles</b>  b. Differentiated Content  <b>2.b.1. FSDD - Levels of Service (Adv)</b>  <b>c. Instructional Delivery &amp; Tech Integration</b>  2.c.1. Scott Foresman Tech Resources Pilot 2.c.2. Integrating the ActivBoard for instruction  <b>d. Authentic Assessment</b>  2.d.1. Worksheets Don't Grow Dendrites 2.d.2. Classroom Assessment Strategies	<b>a. Standards, Rigor, &amp; Design</b>  3.a.1. Preparing for a standards-based report card (Basic) 3.a.2. Writing Essential Questions (Interm)  <b>b. Math</b>  3.b.1. Fostering Geometric Thinking (Interm)  <b>c. Literacy (English, Reading/Lang Arts)</b>  3.c.1. Reading Street Support Group 1(Basic)  <b>d. Writing</b>  3.d.1. 6+1 Writing (Adv)  <b>e. Science</b>  <b>f. Social Studies</b>  <b>g. Fine Arts</b>  <b>h. Health/PE</b>  <b>i. Foreign Language</b>  3.i.1. FSDD - Century Foreign Language / Spanish (Interm)  <b>j. Career and Technical</b>  <b>k. Special Education</b>  <b>l. Library Media/Infor Lit</b>	<b>a. Positive Work Env. (Teamwork)</b>  <b>b. Responsible Decision-Making and Classroom Mgmt</b>  4.b.1. FSDD Moses Responsible Decision Making (RDM/ Restitution)	<b>a. Internal &amp; External Communication</b>  5.a.1. Writing effective newsletters (Basic) 5.a.2. FSDD- Strategies for Comm with Parents & the Media (Basic)  <b>b. Publications &amp; Digital Media</b>  <b>c. Customer Service</b>  5.d.1. Technology Book Study - Raving Fans (Basic)	<b>a. Personnel Management</b>  6.a.1. Effective Hiring & Supervision Practices (Interm)  <b>b. Leadership Development</b>  6.b.2. Mentor/Mentee Protoge (Adv)  <b>c. Coaching/ Mentoring</b>  6.b.1. New Teacher Orientation (Basic) 6.b.2. Mentor Skill Training (Interm)  4.c.1. Model Teaching Week - Stage 1 (Basic) 4.c.2. Model Teaching Week - Stage 2 (Interm)	<b>a. Technology Competency</b>  7.a.1. Excel Training for Secretaries (Basic)  <b>b. Finance, law, &amp; policy</b>  <b>c. Individual Growth</b>  7.c.1. Masters Degree  <b>d. School Board Development</b>	<b>a. Anti-Bullying</b>  <b>b. Fitness, Nutrition, Wellness</b>  8.b.1. Wellness (Basic) 8.b.2. FSDD - ND Roughrider Conf (Basic)  <b>c. Emergency preparation</b>  <b>d. Alcohol, Tobacco, &amp; Drugs</b>  8.d.1. Gangs, School Violence, and Drugs (Basic)		