

2023-2024 Professional Development Plan  
284.6(3) Teacher and Administrator Professional Development

District: Cardinal Community School District

Name of person submitting this plan: Cindy Green, [cindy.green@cardinalcomet.com](mailto:cindy.green@cardinalcomet.com),  
641-652-7531

1. Describe how the district professional development program includes evidenced based instructional strategies aligned with the district's student achievement needs and long-range improvement goals:

*Our focus this year is on improving instruction through a focus on reviewing data regularly and improving teacher effectiveness. Our student achievement needs and long range improvement goals show a focus on improving literacy and mathematics at all levels. We use research based curriculum resources and we have PD set in place to implement the program with fidelity.*

2. Describe how the district professional development program includes instructional improvement components including student achievement data, analysis, theory classroom demonstration and practice, technology integration, observation, reflection, and peer coaching:

*Our district professional development program includes many aspects of high impact coaching and instruction. We have a technology integration specialist on staff who offers technology breakouts at our PD sessions. We meet in PLC's on PD days to reflect and offer peer feedback as a staff. We also have high quality professional development offered in the area of literacy and mathematics from our local AEA. Our district instructional coaches attend monthly coaching forums to stay up to date in their respective areas.*

3. Describe how the district professional development program meets the needs of individual teachers and is aligned to the Iowa Teaching Standards:

*Our professional development goals are centered around enhancing student performance and increasing competence of teachers. We model classroom management strategies when PD is delivered to give examples of great instruction. We also differentiate PD based on level of learner and content area.*

4. Describe how the district professional development program includes an evaluation component that documents improvement in instructional practice and the effect on student learning:

*Teachers will complete PD evaluations after each PD day that administration and teacher leadership groups will review. Teacher leadership teams will review student data related to the area of professional development topics that are covered to determine an impact on student achievement. Teachers will also complete Individual Professional Development Plans to be reviewed at the beginning and end of the year.*

5. Describe how the district professional development program provides access to all teachers in the district to professional offerings:

*All teachers will be included in professional development opportunities. Specific opportunities related to content areas will be provided, as well as, whole group sessions on data analysis, goal setting, talented and gifted and ELL support. Our special education staff has PD that is tailored to their needs with exceptional students.*

6. Please indicate the professional development providers:

*GPAEA Consultants: Melissa Kissell, Literacy; Kate Hash, Math; Michelle Dickey, ELL*