

# PROFESSIONAL DEVELOPMENT

## Join an Exemplary Staff

USD 320's tradition of excellence is evident in the commendable accomplishments of its staff members. A few of their most recent honors include:

- **Lori Goodson**, 2008 Excellence in Education National Finalist, NEA; 2007 Edwin A. Hoey Award for Outstanding Middle School Educator in the Language Arts, National Council for Teachers of English; 2007 Excellence in Education Award, KNEA; 2007 Region 2 Secondary Teacher of the Year
- **Sherri Martinie**, 2008 Kansas Teacher of the Year Regional Finalist, 2002 Presidential Award for Excellence in Teaching Math National Semi-finalist
- **Amy Flinn**, 2007 State Nominee for National Distinguished Principal Award
- **John Ritchie**, 2007 KNEA Konza UniServ Emerging Leader Award
- **Donna Goehring**, 2007 Santa Fe Trail Association Educator's Award
- **Marsha Brooks**, 2006-07 Kansas ProStart Teacher of the Year, KS Restaurant & Hospitality Association
- **Roxie Peterson**, 2006 Kansas Teacher of the Year Finalist; 2006 NEA Award for Teaching Excellence
- **Deon Darting**, 2006 Kansas Horizon Award Nominee
- **Jeanne Stroh**, 2006 KSU Alfred Wilson Outstanding Leader in Education
- **Teri Dow**, 2006 Presidential Award for Excellence in Teaching Math & Science National Finalist
- **Cheryl Marcoux-Callahan**, 2005 Kansas Teacher of the Year Regional Finalist; 2003 Presidential Award for Excellence in Math & Science State Finalist
- **Susan Gartner**, 2004-05 North Central KMEA Outstanding Middle Level Music Educator
- **Richard Philbrook**, 2002 North Central KMEA Outstanding High School Teacher of the Year
- **Nancy McFarlin**, 2003 Susanne Bradley School Library and Media Specialist Award
- **Troy Hemphill**, James Madison Memorial Fellowship



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## USD 320 Philosophy on Professional Development

USD 320 is committed to providing personal and professional growth opportunities for all licensed staff members. The on-going success of our students' achievements is a direct result of our district's commitment to professional development.



"IMPROVEMENT IS MORE A FUNCTION OF LEARNING TO DO THE RIGHT THINGS IN THE SETTING WHERE YOU WORK, THAN IT IS OF WHAT YOU KNOW WHEN YOU START TO DO THE WORK."

—Michael Fullan

## Beliefs

Professional development activities include the implementation of new knowledge, skills and concepts, which enhance student learning, increase teacher effectiveness and improve professional competence. To do this, USD 320 is committed to the following beliefs regarding professional development:

### Professional development activities should:

- be results-based and support learning achievement;
- address individual needs;
- be directed toward fulfilling USD 320's Strategic Plan;
- be aligned with individual, building and/or district goals;
- reflect research and successful application;
- be supported with time and money;
- enable employees to increase their value to our organization; and
- align with the National Staff Development Standards.

## A Profile of USD 320 Professional Development Activities

USD 320 believes that effective professional development requires and fosters the norm of continuous improvement. Because learning about one's work is never finished, professional development is dynamic. It is USD 320's mission to help staff reflect on teaching practices, refine skills and develop ongoing knowledge about instruction while working with peers.

### Strategies that our district uses to support ongoing teacher development include:

- study groups focusing on instruction;
- peer coaching and training;
- participation on school improvement and/or curriculum writing teams;
- using data to drive instruction and assessment; and
- emphasizing the importance of a collaborative culture for school improvement.

## Specific Areas of Focus

In addition to specific curricular area opportunities for professional development, USD 320 continues to focus on the following key areas:

- What Works In Schools;
- Differentiated Instruction;
- Framework for Understanding Poverty;
- Professional Learning Communities;
- INTEL Technology Training;
- Olweus Bully Prevention Program;
- Curriculum Mapping; and
- Teacher to Teacher Mentor Program.



*Professional development on differentiated instruction focuses on teachers attending to students' learning modalities. Here, teachers participate in an activity highlighting the differences between auditory, visual and kinesthetic learners.*