

Narrative:

The TRSU formed a committee of teachers, community members, school board members, and additional staff members to propose a Professional Development calendar that would be implemented in every school in the district. A concerted effort was made to include all stakeholders as part of the committee. Throughout the process, feedback was solicited from stakeholders. All committee meetings were open, recorded, and minutes were made publicly available.

This proposal comes forward with the understanding that the School Board and the Union will need to come to an agreement under a MOU. This is just a model of what a calendar may look like. The committee notes that the Superintendent will make adjustments based on other local calendars (ex. RVTC). There will be additional early release days or full days for student led conferences or other events such as the snowsports program days in January and February.

Identified Issues:

- The inequity of PD across the district
- Hardship on parents or community members
- Need for additional time to meet district and school initiatives
- Transportation and staffing shortages

Advantages:

- The distribution of twice monthly time slots will afford teachers more time and consistency for working on specific student needs. In accordance with MTSS practices, we need common time to form Educational Support Teams (ESTs) to address tier two and three interventions for all students in our building. With this new time plan, we will have the time and the frequency of meetings to track students in a timely and meaningful way.
- This calendar minimizes time out of school for students. By using the extended day format for PD for teachers, students have a regular school day on those days. The Early Release Days for PD are only 8 days per year.
- The calendar represents a compromise between parent concerns regarding the problems of finding childcare for students on early release days and need for students to be in school for instruction versus teacher needs for additional PD times that are consistent with best practice of frequent, consistent professional development time. Additional professional development time allows for new learning as well as common meeting times to implement new initiatives into practice.
- This proposal allows for equity for our part-time professionals to be part of professional development because of the rotation of extended days and early release days.
- This proposal will increase student days from 175 to 179 instructional days.
- Rotating the early release days between Tuesdays through Fridays ensures that the same teachers/students do not miss instruction every month.
- As the extended hour of professional development accumulates, it equates to 10 hours of inservice at the end of the school year.
- The student day on early release days ends at noon.
- Extended days would be one hour past the normal contracted end time for teachers.

Draft 2023-2024 Professional Development CALENDAR (for illustration purpose only)

Full Day In Service	Early Release In Service	Ext Day In Service 1 hr	Early Release for Holiday	Holiday Or Vac	1st Student Day
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1 Student Day
4 Staff Days

1 Cumulative Student Day
4 Cumulative Staff Days

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

16 Student Day
16 plus 2 Hours Staff Days

111 Cumulative Student Days
114 plus 7 Hours Cumulative Staff Day
Early Release for Holiday

Continuation of Ski Days

20 Student Days
20 plus 1 Hour Staff Days

21 Cumulative Student Days
24 plus 1 Hour Cumulative Staff Days

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

21 Student Days
21 plus 1 Hour Staff Days

Conferences

132 Cumulative Student Days
135 plus 8 Hours Cumulative Staff Day

21 Student Days
21 plus 1 Hour Staff Days

42 Cumulative Student Days
45 plus 2 Hours Cumulative Staff Days

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Student Days
17 plus 1 Hour Staff Days

Early Release for Holiday

149 Cumulative Student Days
152 plus 9 Hours Cumulative Staff Day

18 Student Days
18 plus 1 Hour Staff Days

60 Cumulative Student Days
63 plus 3 Hours Cumulative Staff Days

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

22 Student Days
22 plus 1 Hour Staff Days

171 Cumulative Student Days
174 plus 10 Hours Cumulative Staff Day

14 Student Days
14 Staff Days

74 Cumulative Student Days
77 plus 3 Hours Cumulative Staff Days

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

8 Student Days
10 Staff Days

179 Cumulative Student Days
184 plus 10 Hours Cumulative Staff Day ~
convert the extra hours to 185 days plus 2
hours Cumulative

Last Student Day (Early Release) June 12
June 14 Morning In Service

21 Student Days
21 plus 2 Hours Staff Days

95 Cumulative Student Days
98 plus 5 Hours Cumulative Staff Days
Ski Days begin in January -
Tuesdays - GMUHS / CTES / MHS
Wednesday - LES
Thursday - CAES

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JULY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

