



# Peer Assistance and Review Newsletter

October 2017

SUPPORTING TEACHERS IN THE CLARK COUNTY SCHOOL DISTRICT

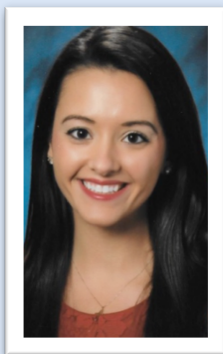
VOLUME 2, ISSUE 1



Melanie McGinnis traveled the traditional route to teacher licensure. After obtaining a bachelor's degree in Psychology and gaining employment at a college, Ms. McGinnis couldn't quell the voice in her head that kept leading her to education as a career path. As a result, she obtained a master's degree in Education and sought out a position teaching in Las Vegas.

As a 4th grade English Language Arts teacher at Gwendolyn Woolley Elementary School, Ms. McGinnis welcomes errors and reframes them as opportunities for student growth in the future. The vision for her classroom family include helping her students become better citizens while reaching their academic goals.

Embracing a growth mindset goes beyond the classroom for Ms. McGinnis. She sees the PAR program as an opportunity to "not reinvent the wheel, but make every improvement possible to make it the best wheel the world has ever seen!"



## Your Classroom Environment

With each new group of students, teachers everywhere dedicate their efforts throughout the year to creating a classroom culture where learning can thrive. This is a strong foundation to a productive school year because "the classroom environment directly influences the extent to which students can engage in making meaning and learning and how they view themselves as learners." Walking into a classroom that embraces mistakes, respects the contributions of all stakeholders, and encourages students to support each other's learning is awe inspiring. As teachers, we need to celebrate the moments when students feel safe enough to take an academic risk or persevere to solve a word problem.

Building a positive classroom environment can start with a few manageable steps. First, enact routines and procedures so students know how to function in the classroom. How do I sharpen

my pencil? What do I have to do when I need to use the restroom? Second, develop a behavior system with clear rules and consequences that are consistently enforced. Finally, look for opportunities to build trust and rapport with and among your students.



In considering these first months of school, what methods for effectively building classroom community and setting up rules and routines have worked best for you and your students? What changes can be made to improve your classroom environment?

*Information taken from NV DOE - NEPF Rubric with Evidence and Descriptions 7/18/17*

## Student Learning Goals (SLG)

Your student learning goal should have been created and submitted to your supervising administrator by October 9<sup>th</sup>. Assessments should be integrated into your instruction to gather data in alignment with your SLG. The goal of data collection is to track the progress of your SLG and update your supervising administrator at your mid-cycle review meeting. Remember, your SLG is adaptable if need be!

## WEIGHTING FORMULAS FOR THE 2017-2018 EDUCATOR EVALUATIONS

Probationary Without Student Learning Goal	
Title	Weight
Instructional Practice Standards	80%
Professional Responsibilities Standards	20%
Student Learning Goal	0%
Non-Probationary With Student Learning Goal	
Title	Weight
Instructional Practice Standards	60%
Professional Responsibilities Standards	20%
Student Learning Goal	20%

## Professional Growth Plan (PGP)

The PGP is a result of the 2015-2017 Collective Bargaining Agreement between CCSD and CCEA.

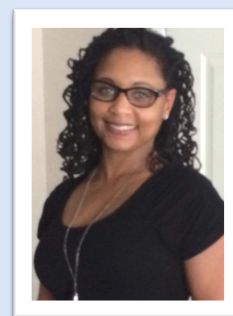
The first two pages (Steps 1 – 3) of your PGP must be completed and signed by you and your supervising administrator by October 31<sup>st</sup> and then submitted online at <http://bit.ly/17-18PGPSubmit> by November 3<sup>rd</sup>.

More information is available from the Curriculum & Professional Growth Department at <http://www.cpd.vegas/>. The website contains PGP forms and documents as well as helpful video tutorials to assist you.



Talitha Nelson entered the classroom because she wanted to make a positive impact on students and she has done so over the past 12 years at the elementary and secondary levels. As a mother of two, she channeled what she would want to see in her own children's classrooms and used it to drive her passion for teaching.

As a Consulting Teacher, her favorite part about her role is being able to offer support to new teachers. In reflecting on the start of her career, Talitha would have loved to have a mentor to help her get through the tough times, and assist her in identifying and implementing instructional best practices.



Talitha can easily recall how overwhelming the normal stress of being a first-year teacher is and then compound that with the requirements of PPGs, PGP, SLGs, SBCTs and it can become inundating! She reminds her teachers, "Don't give up! Your students need you to help them grow and achieve success."

## 2017-2018 Onboarding Program Requirements

All new teachers without verified teaching experience participate in CCSD's Onboarding program. A requirement of the program is to complete 21 hours of professional development over the course of two years. The professional development must pertain to a teacher's current teaching assignment and be tracked in Pathlore. The Employee Onboarding and Development department offers a plethora of trainings throughout the year at various locations around the valley. You can find the trainings by logging into <http://pathlore.ccsd.net>



with your AD credentials, clicking on the three lines in the upper left, and choosing "Search for Instructor-Led Professional Learning." Type "onboarding" in the keyword search to see a selection of Onboarding trainings. You also have the option to search for a particular training to fit your needs by department or date range. The "Teach Like a Champion" workshops focus on different strategies from the textbook. Community Meet-Ups are a chance to explore locations around town that you can incorporate into your curriculum. The New Teacher Symposiums offer teachers a chance to create a menu of sessions that are tailored to their needs. Educational Meet-Ups are a smorgasbord of offerings that you can explore at your leisure to build a more efficient classroom.



[ccsdpar@nv.ccsd.net](mailto:ccsdpar@nv.ccsd.net)



[@ccsdpar](https://twitter.com/ccsdpar)