

**ARLINGTON PUBLIC SCHOOLS**  
Professional Development Program Evaluation  
May 11, 2016

**Item C-1-e**

The Arlington School Board convened on Wednesday, May 11, 2016, at 5:35 PM at 1426 N. Quincy Street, Arlington, Virginia.

**Present were:**

Dr. Emma Violand-Sánchez  
Nancy Van Doren, Vice Chair  
Reid Goldstein, Member  
Dr. Barbara Kanninen, Member  
James Lander, Member  
Claudia Mercado, Deputy Clerk

**Also present were:**

Dr. Patrick K. Murphy, Superintendent  
Raj Adusumilli, Assistant Superintendent, Information Services  
Connie Skelton, Assistant Superintendent, Instruction  
Kristi Murphy, Assistant Superintendent, Human Resources  
Lisa Stengle, Director, Planning & Evaluation  
Regina Van Horne, Assistant Director, Accountability  
Sue Sarber, Supervisor, Professional Development  
Kerry Hirsch, Teacher Evaluation Specialist, Professional Development  
Vicky Taylor, Coordinator, Professional Development  
Valerie Smolinski, Teacher Mentor, Professional Development

**Introductions**

Ms. Van Horne briefly provided the Board with an overview of the Professional Development Program evaluation process that began in SY 2013-14 and concluded in SY 2015-16 with a final report. The findings of the report include the following three areas:

1. Need for Cohesiveness- aligning professional development opportunities with APS goals and promoting opportunities in one central location
2. Variation- considering equitable approach to professional development opportunities
3. Quality of Professional Development- staff value and are receiving high quality professional development opportunities, particularly the instructional staff.

In addition, Ms. Van Horne presented recommendations as part of report to improve the vision of the Professional Development Program.

**School Board Discussion**

Ms. Sarber began by explaining to the Board that, based on research, professional development opportunities at APS are valued by staff because they provide different opportunities, helping to

address the different student needs and learning styles. Ms. Van Horne shared that opportunities like Festival of the Minds received positive feedback in various surveys and focus groups. The Board discussed several topics related to professional development at APS, including evaluation, budget allocation by departments and employee scales, scholarships, career ladder opportunities and internships.

The Board also held a lengthy discussion regarding strengthening partnerships that support students becoming teachers, and career development programs. The Board suggested designing a professional development committee that includes employees from all scales so that opportunities can be equal and equitable. Ms. Van Doren suggested including parent involvement as part of the professional development process and suggested sharing the report with the Advisory Council on Instruction and other advisory committees for feedback. The Board expressed consensus in creating a comprehensive system that cultivates opportunities and supports professional development for all employees. Furthermore, the Board spoke about employee retention and consistently creating new and different opportunities as incentives for employees to remain at APS.

A challenge noted by the Professional Development Program staff is finding time during the school year to provide professional development. Ms. Sarber let the Board know that it is difficult to find a balance between scheduling professional development opportunities, compromising with principals and supervisors, and the high-demanding jobs across the APS. She also explained that professional development opportunities are always planned with student achievement as the ultimate goal. In efforts to improve logistics, the Professional Development Program is working towards updating software technology and better coordination of the online system. In addition, the program is exploring new ways to track training and measure the outcomes, and analyzing evaluations in conjunction with Human Resources.

In conclusion, the Board expressed their commitment to supporting the Professional Development Program to help teachers grow professionally and receive the training they require in order to better meet the needs of the whole child.

Adjourned 7:35 PM.

**ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Dr. Emma Violand-Sánchez  
Arlington School Board