

Conversations...

Organizations are made of conversations.

– Ernesto Gore, Argentina



*Shift conversation from what people don't want...
to what people do want...*

Stop making assumptions...

ask questions before you make judgments.

– Bill Sommers,

KSDC Spring Conference Keynote Presentation



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Calendar Countdown

Putting NSDC Standards Into Practice

June 25, 2007

8:30 a.m. -3:30 p.m.

Lawrence, KS

NSDC Institute

August 6-7, 2007

Powerful Designs for Professional Learning

Joellen Killion

Marriott Country Club Plaza
Kansas City, MO

KSDC/KASCD Fall Institute

October 23-24, 2007

Stepping Up to 2014

...and Beyond

Keynote: Mike Schmoker

Wichita Airport Hilton

Wichita, KS

KSDC Spring Conference

February 6-7, 2008

Making the Connection with Staff Development

Keynote: Stephanie Hirsh

Preconference February 5

Active Literacy

Heidi Hayes Jacobs

Wichita Airport Hilton

Wichita, KS

KSDC Board Meetings

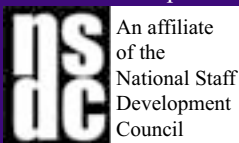
Board Advance

June 13-14, 2007

The Barn

Valley Falls, KS

Direct Connection is a publication of
the Kansas Staff Development Council



President's Column

KSDC Leaders Build Relationships That Encourage The Heart

By Jill Smith
KSDC President

First, I want to say how sorry I was to have missed the Spring Conference, due to an unexpected surgery. I heard wonderful comments about the conference and the break-out sessions. I also was pleased that my current district, Blue Valley, was awarded the KSDC Systemic Award for 2007! Without having the advantage of attending the conference, I did want to write something that did have an impact on me during my absence.

One thing that really hit home was the meaning of involvement and support in the KSDC organization. When I had to say I would not be able to attend the conference, the KSDC board really rallied to support the organization and me. This organization has always provided me with excellent staff development ideas, but at this time they provided the support that I needed through relationships.

Michael Fullan (2001) talks about the importance of creating, building and sustaining relationships, over time, which is a testament to the KSDC organization. Kouzes & Posner (1998) reinforce that "Leaders create relationships [which] encourage[s] the heart." I saw this in action during my absence.

Having said this, I would encourage

anyone that wants to build lasting relationships to become a member of the KSDC organization. If you ever get a call to serve in a leadership capacity in the KSDC organization, I would highly encourage you to choose to participate and join the KSDC "family". I have truly enjoyed my time serving as the KSDC president and have always been proud to represent Kansas. I wish you continued luck on your journey to continue to meet the needs of students and staff through quality professional learning opportunities!

Election for 2007-2008 KSDC Board

KSDC Board of Directors election results were announced at the Spring Conference. Congratulations to those winning seats for the 2007-2008 term:

- Jim Karleskint, President Elect
- Jane Groff, Secretary
- Kay Powell, Teacher A
- Diane Gross, Central Office Representative
- Susan Shirley, Representative A West of 281
- Linda Geiger, Representative A East of 281
- Patti Bishop, Higher Ed Representative
- Donna McCullough, Classified Representative

The 07-08 term of office begins with the board advance in June. ■



KSDC members elected to positions as officers or Board of Directors include: Jane Groff, Secretary; Linda Geiger, Representative A East of 281; Jim Karleskint, President Elect; Diane Gross, Central Office Representative; and Kay Powell, Teacher A.



KSDC Spring Conference

Conference Focuses On Leadership, Strategies That Work For All Students

By Adrian Walker
KSDC Spring Conference Chair 2007

The annual KSDC spring conference was a great success. The pre-conference speaker, Dr. Debra Pickering, author of several educational books and manuals, was an entertaining, engaging and highly educational speaker. Her presentation focused on “Setting Objectives and Providing Feedback

and Nonlinguistic Representations” from *Classroom Instruction That Works*. Pickering presented using multiple learning styles and modeled the strategies she highlighted. The participants gained valuable knowledge and skills having fun in the process.

Dr. William Sommers, Program Manager for Southwest Educational Development Laboratory, was the keynote speaker. His topic “King

Arthur was Right, Bo Peep was Wrong” focused on dialogue and collaboration, not “coblaboration”. Sommers, a former President of NSDC, shared progressive interactive strategies to engage in dialogue more easily to ensure that teams work together at higher levels of performance. His presentation was genuine and applicable for all participants.

The conference featured 30 breakout sessions. The presenters were stellar and participants left the conference armed with many new strategies and deeper understandings of concepts for the classroom, building and district.

Many vendors were in attendance and provided snacks for breaks and a plethora of prizes for the drawings including: calculators, desk sets, travel mugs, trade books and more. The lunch entertainment was just that, entertaining. Young dancers from Jefferson Elementary in USD 259, Wichita, kicked up their heels with smiles on their faces and deserved the standing ovation they received.

Please thank the following committee chairs for making this conference a success. They were:

- Debbie Kleinau,
- Sue Kidd,
- Geri Parscale,
- Barb Maughmer,
- Kathy Boyer, and
- Kim Thomas.

Thanks also goes to Sandee Crowther, Janel Andrews and Mary Adcock.

Please mark your calendars for the KSDC 2008 Spring Conference that will be held February 6-7 at the Wichita Airport Hilton. Geri Parscale is the conference chair and Ben Dell is the program chair. The pre-conference on February 5 will feature Heidi Hayes Jacobs, a consultant and author of three best selling books whose work focuses on curriculum reform and instructional strategies to encourage critical thinking. ■

KSDC Mini-Grant Expands To Include NSDC Summer Teacher Leader Conference

The third annual NSDC summer conference for teacher leaders and the administrators who support them will be held at the Hyatt Regency in Denver, CO, July 15-18. This year’s conference, **Converging Forces for School-Based Professional Learning**, will feature sessions on topics such as creating learning teams, using data to improve instruction, closing the achievement gap in literacy, math, and science, and more. KSDC has now expanded its mini-grant program to include this exciting conference. KSDC members can apply for the mini-grant which will fund the registration costs for this conference.

To apply for the mini-grant, check the NSDC website for more information on the conference and specific sessions that are being offered. Then email the information requested in the form below along with your answers to the following four questions.

1. How will your attendance enhance student educational opportunities or student achievement in KS?
2. What are your learning goals and why did you choose those goals?
3. How will you determine how this opportunity impacted you?
4. How will you disseminate what you have learned? ■

Kansas Staff Development Council Member Mini-Grant Application

2007 NSDC Teacher Leader Conference

Name _____

Grade Level _____ Subject _____

School _____

Address _____

Deadline for submission:

On or before **April 1, 2007**

Email this information, along with written narrative, to:

Sandee Crowther, scrowthe@usd497.org

Pickering's Pointers



*Quotes and Notes from the
KSDC Preconference Presentation
by Debra Pickering*

Learning goals for

Pickering's Preconference session:

- Participants will gain an understanding of, and ability to use, factors that research indicates can have a significant influence on student learning. With a major focus on:
- Strategies for providing feedback and grading, and
- Summarizing and note taking

"We must be clear about 'what is essential?'"

"When some students are asked, 'What do teachers care about?' they say most teachers care more about assignments being in on time than the learning."

"Focus on learning, not teaching."

"The importance of setting objectives:

When students know what they are learning, their performance on average has been shown to be 27 percentile points higher than the students who do not know what they are learning."

"Try to help students process everything linguistically and nolinguitically."

To see more of Pickering's research and powerpoint slides go to:
<http://www.debrapickering.com/2006slides/>

*Quotes and notes compiled by Sandee Crowther,
KSDC Executive Director*

Preconference Spotlights *Classroom Instruction That Works*

By Sandee Crowther
KSDC Executive Secretary

The biggest challenge in professional development is making sure to move from knowing to implementation, according to Dr. Debra Pickering.

"We (Educators) need we time to reflect to do that," Pickering added.

Pickering gave participants at the KSDC Preconference presentation, held January 31 in Wichita, plenty of opportunities to learn and to reflect. The preconference specifically provided participants with an opportunity to gain a more in-depth understanding of two of the nine instructional categories recommended in the book, *Classroom Instruction That Works*. Pickering also highlighted two new books during her presentation. These books build on the original research in *Classroom Instruction That Works* and add to the information shared during Pickering's presentation. They are: *Building Background Knowledge*, and *Classroom Assessment and Grading That Works*.

Setting objectives and providing feedback was one of the instructional categories highlighted by Pickering. Preconference participants reviewed the types of learning goals set for students and the type of feedback that is likely to enhance student learning. They practiced using rubrics as feedback, and they examined grading

practices that provide good feedback and that motivate students.

Pickering noted she saw value in taking time for assessment.

"The more assessments the better as long as it is formative and gives the student feedback," she said.

However, all feedback is not productive, according to Pickering.

"In general our gradebooks are terrible feedback. They record percentages or grades on assignments," she said.

Instead, Pickering advised feedback needs to be specific and tied to the learning goal.

"Feedback needs to be a bout the learning goal," Pickering noted. "John Hattie reported that providing students with specific information about their standing in terms of particular objectives on average increased their achievement by 37 percentile points."

Pickering also touched on the category of **nonlinguistic representations** in her preconference presentation. Participants developed an understanding of how to use images at every grade level, across all content areas.

Dr. Debra Pickering received her PhD in Curriculum and Instruction, with an emphasis in cognitive psychology, and earned her Masters in School Administration from the University of Denver. She is presently a private consultant working with schools and districts nationally and internationally. ■



Deb Will Be Back In 2008

a followup to material covered in the book, *Classroom Instruction That Works*
impact of grading...feedback to students...
strategies for building background knowledge

Debra Pickering

June 10-11, 2008

Wichita, KS

KSDC Names 2007 Award Winners

By Vicki Bechard
Awards Chair

Who's doing best practice? What schools or professional development leaders are out there on which to model your school's professional learning efforts? How can implementation of staff development activities impact student performance? We have a state full of schools and educators in the trenches who are making a difference in student performance.

Award winners were recognized at the KSDC Annual Conference luncheon, February 2, 2007, in Wichita. Please congratulate the following educators for their accomplishments; use them as resources; and spread the word so that more schools and educators apply for these awards so we can increase our resource base.

AND THE WINNERS ARE:

Systemic Learning Award

USD 229 Blue Valley Public Schools

Walter Carter,

Director of Professional Development

The district is dedicated to the DuFour Professional Learning Community (PLC) model and has continually worked to increase collaboration time over the past three years. Not content to be just a consistently high-achieving district, new "SMART Goals" have been established to increase the percent of students scoring in the Exemplary Performance Level on State Assessments at all building levels. PLCs work to analyze student data and translate that into meaningful classroom instruction. The results have had an immediate effect with students making significant gains into the highest performance level.

Professional Learning

Community Schools

Northview Elementary,

USD 233 Olathe

Debbie Stivers, Resource Teacher
and

Tescott Elementary,

USD 240 Twin Valley

Dr. Becky Cheney, Principal

These schools were recognized for
March 2007

implementing staff development that links to improved student performance. Both schools are implementing the Professional Learning Communities (PLC) model and were selected based on the strength of evidence of creating a culture of learning.

Staff Developer of the Year Award

Barbara Engler,

Teacher/Curriculum Director,

USD 454 Burlingame

First Year for this KSDC Award

This award is given to someone that has made a difference or has shown leadership in Staff Development for the local district. Don Blome, USD 454 Superintendent, notes that Engler has been a leader on the School Improvement Team for years. Recently she has helped coordinate professional development activities geared toward the district's Results-Based Staff Development Plan. This school year, Engler has assumed the Curriculum Coordinator duties for the the district.

Impact Award

No Impact Awards were awarded this year.

Congratulations to these award winners who are making the necessary changes and are implementing staff development in meaningful ways to improve student performance.

APPLY! APPLY! APPLY!

Don't forget to apply for the KSDC Staff Development Awards for 2008! We need more applicants because we know that many good things are going on in the State of Kansas that need to be recognized and shared! Application information will be made available beginning in July, with follow-up reminders sent out in the fall. The application process includes rubrics to determine your level of implementation and impact. Even if you don't apply, use the rubrics to assess the quality of your own staff development process!

WINNERS' STORIES

The May issue of Direct Connection will feature photos of our 2007 award winners and articles by each detailing their school's or district's journey to increased student achievement. ■



Sommerisms

Quotes and Notes from the Spring Conference Presentations by Bill Sommers

Conversation is indispensable to building learning communities and creating organizational clarity.

"If you build trust — people work together."

"In Essentials,

we need unity.

In Non-Essentials,

we need flexibility.

In all things,

we need civility."

What question if you had the answer to it would insure 'no child is left behind'?

A conversation around the results will help guide you to action...

If you're not getting the results you want,
try something else.

"Never mistake motion for action."

"If they get you addressing the wrong questions, they don't have to come up with the answers."

Look for options beyond the obvious...

an old proverb says,

**"between two options,
choose the third."**

An African proverb shared by Sommers:

Not learning is bad

Not wanting to learn is worse

*Quotes and notes compiled by Mary Adcock,
KSDC Publications Coordinator*



How to Use Technology To Build Professional Development Teams

By Sherry Reed
KSDC Secretary

Worth Thomasson, John Stiver, and Dr. Agnes Slayman from Kershaw County School District, Camden, SC, presented a session at the NSDC Annual Conference, held last December in Nashville, TN. The session focused on how to promote professional learning using technology. The presenters opened their session with a musical quiz to make connections to the barriers to quality professional development.

Money

For example, one song, Pink Floyd's *Money*, spurred discussion about **limited budgets**. Worth Thomasson shared the benchmarks on what standards tell us — **we should be spending at least \$250.00 per student annually on technology**. Kershaw County conducted a self-analysis and cut the programs that were not meeting student needs. The resources saved were then allocated to technology for students and teachers. This helped the district to acquire tools. However, the staff development budget was still very limited, providing about \$20.00 per certified staff member.

Time

Another song, *Time Marches On* by Tracy Lawrence provided a spring-

board for the group to talk about maybe **the most limited resource: time**. The Kershaw County school calendar provided five staff development days. Instead of planning events, Thomasson's team began working with professional learning teams to use the technology to build connections between the people on staff.

Knowledge Base

The final song in the "Name that Tune" format was Shania Twain's *Don't be Stupid* which Thomasson used to point out that we must have the **knowledge base** in common to really discuss how the content impacts students. He explained that the district used one to two staff development days to bring in Carol Ann Tomlinson to provide the content piece regarding differentiated instruction. The professional development team then provided follow up and monitoring through web quests, podcasts and blogs.

Professional Learning Via Technology

Worth also shared that professional development was differentiated for the



adult learners because of the different technology tools available. Teachers could use podcasts by recording lessons they taught (peer observation without substitutes!) using the strategies they learned to share with each other to provide ideas and collect feedback from their learning team members. Or, they could use blogs to discuss attempts at implementation and provide feedback in ongoing electronic conversations. Another tool that teachers could use was the wiki, which is a website that allows visitors to easily add, remove, and otherwise edit and change available content. *These cost nothing.*

Reorganizing the time in collaboration and providing the teachers these tools has become a powerful low cost operation for Kershaw County. By providing the resources, establishing the expectations for collaboration, and empowering the staff to learn from each other, Kershaw County is growing quickly into a model for the rest of us. Thomasson shared Roland Barth's quote, *"If one day we educators could only disclose our rich craft knowledge to one another, we could transform our schools overnight."* Kershaw County is already working on realizing that vision and doing it on a shoestring! ■

Techie Tip

By Terry Eis
KSDC Past President



Here's one online resource that offers a powerful link for professional development.

PowerPoint Presentation Tips

We all find many opportunities to present to groups using PowerPoint, but do we know how to create the most effective PowerPoint presentations? Test the tips found in Seth Godin's brief little book, *Really Bad PowerPoint*, before you prepare that next presentation. It's a free download from: <http://www.sethgodin.com/freeprize/reallybad.html> ■

Leadership That's Effective: Reflections from NSDC 2006



By Terry Eis
KSDC Past President

Reflect on just how often we hear and use the word “leadership” in our work. The act of leadership is under constant scrutiny and study. Folks are making lots of money telling us what leadership should “look like,” how we can be effective leaders, and so on. Most of us really don’t need to read a book or hear an “expert” to know,

Linda Lambert talks about leadership that is based upon broad-based, skillful participation. Each member, skillfully leading in his or her area of influence produces desired outcomes. Given that each person has a leadership role to play, understanding the role of fellow leaders and their situations helps direct personal actions and reactions. This understanding leads us to be empathetic, to keep focused and disentangled from “stuff,” to strategically respond,



instinctively, what highly effective leadership is.

Some of us yearn to lead; others of us run from the role of leadership. Yet, in truth, we’re *all* leaders. Because I believe in the necessity of high quality leadership, and because I know each of us leads (either by what we do or don’t do), I chose to focus my attention on that topic while at NSDC’s annual conference, held last December in Nashville, TN. I will try to capture a few thoughts common among them.

Shared Leadership, Shared Responsibility

First, none of us leads alone if we want to be successful. Regardless of the role you play in your organization, shared leadership and shared responsibility for achieving the shared mission and vision are essential.

March 2007

and to behave as a partner (from session “Developing a Systems Lens: Understanding Power and Partnership”, presented by Chris Kingsbery and Nancy Aronson).

Focus

Of course, leadership is only successful if the leaders know where they are headed. **A second key to successful leadership is to have a focus.** If we know what we want to see happen, and if we define how we are going to behave to achieve the focus, we’re more inclined to actually like the results. This involves setting SMART goals. Our work becomes guided by essential questions. We confront those questions – and proposed solutions – through focus, reflection, collaboration. We set goals, and those goals become “gap closers” toward achieving the

vision (from “Leadership in a Team Culture: Building Capacity the S.M.A.R.T. Way!”, presented by Anne Conzemius, Jan O’Neill, Dr. Gail Worrell, and Dr. Gwendolyn Lee).

Capacity Building Through Servant Leadership

One of the most powerful results of leading in a team culture is capacity building. The more leaders that are developed, the more effective participants we have in the work of education. Yet, the kind of leadership that builds genuine capacity in others is the kind of leadership too many of us avoid – servant leadership. Recently I had a conversation with a colleague regarding the notion of serving others. This colleague and I haggled for quite a bit over the meaning of the word service before she understood I wasn’t suggesting that we enslave ourselves to others. I heard another individual define “service” as kneeling down before the customer. I personally don’t think slavery or serfdom remotely resembles true servant leadership. **True servant leadership is characterized by**

integrity, service to others, vision, trust-building, reinforcement of what matters, and communication (which includes listening). A servant leader is reflective and humble, is self-aware and wishes the best for others. One who leads by serving risks, sets the example, and puts others first to build leadership capacity at all levels (from “Building Highly Effective Organizations Through Servant-Leadership”, presented by Karen Nix and Nancy Gray).

Lead With Your Heart

Highly effective leadership is at a premium in our culture. To harvest an abundance of leadership that will be powerful both now and into the future, partner with others to share focus and responsibility, move together toward specifically defined goals, and vow to serve others and build their leadership capacity. **Lead with your heart.** ■

Direct Connection Page 7

KLFA Presents *Tools For Quality Practices:* A Resource Guide for Professional Learning

By Barbara Maughmer
KSDC Past President

Is professional learning the same as professional development? Those attending Sue Kidd's session at the KSDC Spring Conference, held in Wichita in early February, were given valuable tools to assist them in school-focused professional development which leads to professional learning. *Tools for Quality Practice* is a framework developed by the professional development committee of Kansas Learning First Alliance (KLFA), of which KSDC is a founding member. In keeping with the goal to make "Kansas first in the nation in teaching and learning" KLFA, representing 31 Kansas professional education associations, assembled a web-based resource for Kansas educators, www.kansaslearningfirst.org

Modeling good professional development practices, Sue Kidd allowed participants to work in small groups to explore concerns and discuss five common themes based on the twelve NSDC standards:

THEME 1:

DETERMINE DATA-DRIVEN ADULT LEARNING PRIORITIES

Action-related discussion:

- 1) Use aggregated and disaggregated student achievement data as the focus for staff development efforts

- 2) Identify learning needs for staff and create short and long-term goals.
- 3) Use research to design interventions for teachers to impact student achievement.
- 4) Evaluate the impact of staff development programs using a variety of data.
- 5) Provide a variety of follow-up activities.
- 6) Use formative and summative evaluation to measure impact of school-based staff development.
- 7) Use a variety of data sources to conduct evaluations.

THEME 2:

CREATE JOB EMBEDDED LEARNING OPPORTUNITIES

Action-related discussion:

- 1) Provide professional learning opportunities as a regular part of the school day.
- 2) Understand and apply knowledge about the change process.
- 3) Provide a variety of strategies to achieve school improvement goals while supporting individual/staff learning.
- 4) Establish goals for implementing new classroom practices.
- 5) Design learning experiences that mirror what teachers should do.
- 6) Provide opportunities for teachers to practice new skills and receive

feedback.

- 7) Use feedback from individuals' reflections of staff development activities when designing interventions and follow-up activities.

THEME 3:

CONTENT-FOCUSED LEARNING OPPORTUNITIES

Action-related discussion:

- 1) Develop staff capacity to analyze research.
- 2) Examine research before adopting improvement strategies.
- 3) Structure learning so educators increase their knowledge and content-specific pedagogy.
- 4) Use a variety of classroom assessments as a high priority within the school.
- 5) Incorporate training on assessment skills to effectively monitor gains in student learning.
- 6) Assess changes in student performance related to professional development.

THEME 4:

LEARNING COMMUNITIES

Action-related discussion:

- 1) Create and maintain a collaborative school culture that supports continuous improvement and ongoing learning for staff and students.
- 2) Work with a community of learners that continuously improve instruction and assessment to meet the needs of individual students.
- 3) Utilize learning teams to monitor progress in meeting school and district goals.
- 4) Create experiences and provide training and support for teachers to serve as instructional leaders within the school.
- 5) Identify the knowledge and skills needed by the Leadership Team to become leaders in professional development.
- 6) Involve the faculty in planning and implementing high quality professional learning for the school.
- 7) Support a collegial school culture characterized by collective




WANTED


Activities that support literacy

Ideas for energizing Professional Development


How to build a learning community

 Ideas for preservice teachers and aspiring administrators

Strategies to involve parents

 Answers to my questions about NCLB

Masterful math strategies

 Live links to current research on what works

If any of these is something you want to know more about, check out this website:

<http://www.kansaslearningfirst.org>

To visit the topic of your choice go to "See it here" under "Tools for Quality Practice"

- responsibility for student learning.
- 8) Promote a culture where group members can recognize and manage conflict.

**THEME 5:
SYSTEMIC CHANGE**

Action-related discussion:

- 1) Teachers are an integral part of analyzing, planning, and evaluating all school improvement efforts.
- 2) School leaders understand systems; change efforts are aligned.
- 3) Principals keep schools focused on student improvement issues.
- 4) School leaders from all levels make make a difference toward improvement through their actions and participation in professional development.
- 5) The staff involves parents and the broader community in discussions

and activities related to educational concerns and follows with actions based on the discussions or activities.

Tools for Quality Practice provides a synthesis of key findings along with a library of other resources that will prove helpful as teachers and administrators continue the march toward school improvement.

The downloadable resource guide includes the following sections:

- **Executive Summary** – background information about the project
- **Improving Teaching and Learning in All Kansas Schools** – highlights key research about school improvement and restructuring
- **Professional Development** – introduces best practice in professional development that is linked to

improved student learning.

- **Improving Student Achievement in Reading** – highlights resources to positively impact student achievement in reading.
- **Improving Student Achievement in Mathematics** – highlights resources to positively impact student achievement in mathematics.
- **Partnerships for Improvement** – provides help to create strong community and parent connections.
- **No Child Left Behind (NCLB)** - provides a detailed description of how NCLB has been implemented in Kansas and its connection to the Kansas Quality Performance Accreditation (QPA) process.
- **Collection of References** – provides a complete list of all references cited. ■

SUMMER HAPPENING *To Focus On Standards In Action*

By Sandee Crowther
KSDC Executive Director

Attendees at the KSDC/ISDC Summer Happening will focus on **“Putting NSDC Standards into Practice.”** The happening will be held Monday, June 25, 8:30 a.m.- 3:30 p.m. at the Lawrence Public Schools, 110 McDonald. Linda Munger, Iowa Staff Development Council (ISDC) Executive Director, and Sandee Crowther, KSDC Executive Director, will present the workshop.

NSDC has organized by role groups (i.e., teachers, principals, central office staff, superintendent, etc.) what the twelve standards for professional

development look like in action. Participants will determine their current level of implementation of the standards for professional development. The results from each practice profile (Innovation Configuration maps) will be used to create an action plan for making changes in key areas with a focus on a small number of standards, planning appropriate interventions to reach higher levels of quality profes-

sional development, and building capacity to create more effective professional development

Cost for the happening is \$75.00. Register online at www.ksdc.us after March 1. Deadline for registration is June 15. For hotel reservations, call: Lawrence Holiday Inn, 200 McDonald Drive (785) 841-7077. Rate is \$69 for a single or double room, if made by June 15. ■

*The NSDC Standards address
the often-asked question,*

**“What are the best approaches
for successful staff development?”**

Looking for a gift for an education graduate?



Give the gift of continued learning
Give the gift that brings opportunities
for professional networking
Give the gift of membership to KSDC

*No trip to the store
No gift wrapping required...*
Just download an application form
from the Membership section
of the KSDC website, www.ksdc.us

Looking for 24/7 staff development?

*It's just
a click
away.....*



KSDC
www.ksdc.us
NSDC
www.nsd.org

Does your District have experience with **Stepping Up...and...Getting Results?**

Share your story....

Be a presenter for the KSDC/KASCD 2007 Fall Institute

General Information

Don't miss Fall Institute 2007, titled "Results: Stepping Up...to 2014...and Beyond" for two great days of staff development. Day one brings Mike Schmoker who will share "From Brutal Facts to the Best Schools We've Ever Had." Day two will follow with breakout sessions by Kansas educators who have worked successfully to get the results of improved student achievement. Come join day two of the Fall Institute and share your successes with students and with staff development. All breakout sessions will be at the Hilton Wichita Airport Executive Conference Center in Wichita, Kansas October 24, 2007.

Items to Consider in Your Proposal

- Presentations should give participants an example of how a strategy is used successfully with students or as a part of staff development.
- We would like you to present two times so as many people who want to attend your session can. Each session will be an hour and one half in length.
- The session format must be interactive.
- If you need AV equipment we would ask that you bring what you need.
- All presenters must pre-register for the conference, but receive *free registration*.
- Presenters are responsible for handouts. You will need 60 copies. Any handouts left after the presentation will be placed on a resource table.

Submit the proposal via e-mail by March 31, 2007.

E-mail: karleskintj@rv337.k12.ks.us

Or mail your typed proposal to the attention of:

Jim Karleskint, USD 337 Royal Valley, 15912 166th Rd., Mayetta, KS 66509

Presenters will be notified by April 15, 2006 regarding proposal acceptance.

To submit a proposal include the following information:

Name/Names _____

Job Title (s) _____

District/ Consortium/Learning Institute _____

Address: _____

Fax: _____ Phone: _____ Email: _____

Identify the topic you would like to share _____

on a separate sheet:

- List your experiences with this strategy.
- Briefly describe the activities you would use to share this strategy.

2006-2007 Board of Directors

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KSDC Mission

The Kansas Staff Development Council (KSDC) promotes high standards in student achievement by advocating, modeling, and providing resources for quality professional learning.

KSDC Beliefs

We believe:

- The ultimate purpose of staff development/professional learning is to improve student achievement.
- A staff developer is anyone who systematically empowers others to change their practice through professional learning.
- Effective staff developers use a research base to continually define and refine best practices.
- Effective collaboration is essential for our organization, quality staff development, and professional learning.
- Effective organizational development is required if all students are to learn.
- Organizational development requires individual change.
- Each educator has a moral responsibility to improve professional effectiveness through lifelong learning.
- Reinforcement and support systems are critical to the transfer of learning into practice.
- Ongoing assessment is critical for effective staff development decisions.

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KSDC's Vision:

The Kansas Staff Development Council (KSDC) will engage all Kansas educators in high quality professional learning by 2010.

ADVANCE 2007

READY...SET... **ACTION!!!**



All KSDC members are invited!

Join us at **The Barn Bed & Breakfast**
in Valley Falls, KS for a

Fun-Filled, ACTION-PACKED 2 days
Get involved with KSDC

Share the joy of the **ACTION**
toward our *Vision*

Remember...Vision without **ACTION** is a daydream. - Japanese Proverb

Registration is due to Sandee Crowther by May 21, 2007
scrowthe@usd497.com Meals and room provided by KSDC.

See the KSDC website for a flyer and additional registration details.
www.ksdc.us

*Get involved...*Be part of the **ACTION** of **KSDC**.

June 13-14, 2007
June 13- 9:30 a.m.
through
June 14 - 2:00 p.m.



The Barn B & B,
Valley Falls, KS
www.thebarnbb.com

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