

A Brief History of the Effort to Develop a Montana System of Comprehensive Professional Development 99-Present

July 1999 CSPAC Sponsored Montana Educator's Forum on Professional Development in Helena. Organized discussion of several questions:

- What are individual educator needs for professional development?
- What professional development models and delivery systems may work for educators?
- What requirements do state standards impose on professional development activities?
- What are the barriers and opportunities regarding professional development activities?

September 1999 Draft Proposed Action Plan - Revised Focused Statewide Implementation Plan and Professional Development Framework. First draft of professional development framework.

October 1999 Conversation on Professional Development in Montana in Helena. Over 60 participants worked to develop the following outcomes:

- Establish a planning committee to develop a definition of professional development and a set of guiding principles for a statewide professional development system.
- Develop a system to collect current models and practices of successful professional development in MT and the nation.
- Complete an analysis of the professional development research for use by the planning committee.

December 1999 School Improvement Initiative. "Together, Growing Montana: Making Montana's Good Schools Better". As a portion of the Montana School Improvement Initiative the mission promoted a Comprehensive Statewide Professional Development System. Goal was to provide a statewide focus for professional learning to improve student achievement.

February 2000 A Conversation on Professional Development in Montana: Drafting a Framework. Continued work to share and discuss perceptions about professional development efforts and strategies. Objectives:

- Identify interests and agree upon guiding principles that support those interests in forming a coordinated professional development system.
- Agree on draft goals, components, implementation options and evaluation mechanism for a coordinated professional development system.

April 2000 Statewide Professional Development Proposal draft. Included rationale, process and options for a legislative appropriation to implement a state supplemented professional development program. The request would have been approximately \$10,000,000.

May 2000 Small Group of Educators met in Helena to discuss the possibilities of promoting the Statewide Professional Development Proposal with the Governor and legislature. Also discussed the concept of a steering committee for professional development.

June 2000 "Implementing Standards in the Classroom ... and all that Jazz" Summer Institute 2000 in Helena. Professional development institute to build upon Montana educator's professional knowledge on teaching and learning. Organized by the Professional Development Stakeholders group and A-Z Curriculum effort.

July 2000 Statewide Professional Development Proposal draft incorporates a four-year plan for 2000-01 to 2003-04.

August 2000 Professional Development Steering Committee organizational meeting in Helena. Meeting of educators to review efforts to this point and the statewide professional development proposal.

September 2000 Professional Development Advisory Board meeting in Helena. Ginny Tribe facilitated this meeting to establish priorities on the Statewide Professional Development Proposal. First draft of a proposed statewide professional development system action plan.

A Brief History of the Effort to Develop a Montana System of Comprehensive Professional Development 99-Present

December 2000 Professional Development Advisory Board Meeting. Items discussed:

- Review of operating guidelines.
- Review of membership.
- Establishment of an executive committee and officers.
- Review of proposed action plan.
- Developing goals, priorities and action plan for a statewide professional development awareness campaign.

January 2001 Professional Development Advisory Board meeting in Helena. A meeting with the Comprehensive System of Personnel Development (CSPD) State Council to discuss the possibilities of working collaboratively to create regional professional development networks. Discussion included the benefits, barriers and potential partners. Also discussed other state professional development models around the country. [Educational Service Districts (ESD) and Board of Cooperative Educational Services (BOCES)]. Established an Action Plan Committee.

March 2001 Action Plan Committee for Montana Professional Development meeting in Helena. Developed the Regional Instructional Facilitator Team concept. First workshops would focus on instructional alignment. Further discussion on the concept of regional professional development.

April 2001 Professional Development Advisory Board meeting in Helena. Agenda included:

- Report on the action plan committee.
- Formalizing the regional structure for professional development.
- Vision, mission and goals.

April 2001 Action Plan Committee meeting in Helena. Further discussion of regional concept. Heightened effort to collaborate and share resources. Established regional professional development coordinator positions with the assistance of CSPD and state special education dollars.

May 2001 *At this time, decisions were made by the legislature to eliminate the funds dedicated to the Montana Improving Schools Initiative. This significantly impacted the progress of the work of systemic professional development in Montana. The original \$10,000,000 proposal was reduced to \$2,000,000 and then to \$0. All of the previous work was so important that educators decided we must continue regardless of finances.*

December 2001 Moving Toward Regional Professional Development. A Region II planning meeting in Shelby. The first of 5 regional planning meetings to develop a collaborative action agenda for prioritized professional development goals. Carol Massanari facilitated this meeting. Meeting meant to answer the design question—given the overlapping training needs of educational personnel, how can we collaborate across our region to provide the most effective professional development for all educational personnel

January 2002 Region II Professional Development Consortium meeting in Havre.

January 2002 – May 2002 Moving Toward Regional Professional Development Continuation. From January to May 2002, Carol Massanari facilitated two planning meetings in each of five Montana regions. These conversations were held in Bozeman, Polson, Glendive, Havre, and Billings. A desire to find ways to collaborate, share resources and activities, and promote regional professional development was a common theme throughout the state.

February 2004 The University of Montana School of Education launched a statewide web-based clearinghouse of professional development activities in February. This clearinghouse was an idea generated during the conversations held regionally across Montana and has been under construction conceptually and literally for two years. This clearinghouse will be accessed through OPI's web links as well as links from other education stakeholders

A Brief History of the Effort to Develop a Montana System of Comprehensive Professional Development 99-Present

The Montana Board of Public Education and the Office of Public Instruction have worked collaboratively with the entire Montana education community to promote the idea of a systemic, comprehensive, well-developed professional development system to reach the goal of “Success for all Montana Learners.” We continue our commitment to promote the concept through cooperative efforts in regions to use a system that is already well developed (CSPD), and to share people and financial resources of those regions. Additional benefit of such a system is that the regions may be used to systematically deliver information and technical assistance to all school districts from OPI and the Board.