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**Professional Development Plan**

**PLAN**

**As part of our 5 year strategic plan, we have incorporated, into Goal #4 the following:**

**Goal #4: Instructors and Training:** Attract and retain quality employees. Expand opportunities for an enhanced professional development program; just as we are committed to “the conversation between student and teacher,” we will expand on the commitment to “the conversation between teacher and teacher.”

The Five Stars Academy Professional Development Plan includes the following components.

**Component 1: Attract and Retain Highly Qualified Instructors.** We specifically recruit experienced instructors from the U.S. and Canada who have a minimum of 5-10 years of teaching experience to become teacher volunteers at Five Stars Academy. We realize that with our limited financial means, we must take advantage of the teacher development and training requirements and certifications that are part of the professional experience of a teacher in those countries.

Five Stars Academy currently has 9 full-time English first language volunteer teachers in the classrooms. **Please see 3.4 Teacher Qualifications for more info.**

**Component 2: Continue to improve the quality of teaching and learning through professional development.**

At the start of every school year in August, we have a 5-7 day on-site training for all teachers and staff. We review school policies, curriculum, safety procedures, and expectations from leadership, teachers, families, and students.

Throughout the year, we emphasize collaboration and reflection with colleagues, site-determined experiences responding to expressed needs, and individually designed activities to further one’s competence and expertise. This can occur in planned and un-planned meetings throughout the week. Teachers are encouraged to take part in online training offered by 3rd party educational organizations.

**Component 3: Expand and solidify a mentoring program.** The goal of the mentoring program at Five Stars Academy is to improve the quality of education through the collegial interaction of the entire team.  Mentoring at Five Stars Academy encourages excellence in the instructional program through good teaching, effective administrative leadership and supervision and support of students through school related personnel.

Due to our small size, the mentoring program is an informal process in which our Director and lead teachers assist new teachers at Five Stars Academy to acclimate to their surroundings in a new country and new school.

Please see 3.3 Mentoring for more info.

**EXAMPLES**

**Example 1: Professional Development, Barbara Pickens, Grade 2**

“Due to COVID fears, Five Stars Academy quickly readjusted and moved to an online curriculum school-wide. With intensive training, Ms. Barbara was able to implement teacher training and professional development with the use of the Saavas Realize and Interactive Text to teach life cycles of plants and animals. Grade 2 are reading and labeling life cycle stages after reading. They are able to compare and contrast various stages in the life cycle process.”

**Example 2: Professional Development, Mary Richards, English Lead**

“Every day, since March 2020, I am using what I learned at the professional development workshops on Zoom and Juno Docs. I have had two mentors who have been unbelievably patient. Because of the support of the school, I connect with students naturally online and in a timely manner. The transition has been seamless for many of us. The training in Juno Docs has given me confidence to experiment. My ability to use the various tools has become impressive, especially considering that I did practically nothing online before, other than download grades and attendance. I had always been a paper and pen/pencil person.

Perhaps as a result of my passion for reaching a wide range of learners and recognizing various learning and thinking styles, the administrators at Five Stars have included me in some brainstorming collaborations concerning students who function outside the more recognizable learning paths.”

**Example 3: Professional Development, Angela Walker, Grade 3**
“From my PD at Five Stars Academy, I have learned to effectively utilize a variety of education platforms, such as Think Central, JupiterEd, and Savvas Realize to deliver rigorous online instruction to my third-grade class. Additionally, in using these platforms, I am able to quickly assess informally or formally, the progress of my students, and to provide real-time feedback and intervention. Because of the variety of tools provided through the platforms, I am able to keep students engaged while learning.”