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Introduction

Locust Valley Central School District is routinely recognized as one of the highest performing districts in the nation. Whether it is academics, athletics, or the arts, Locust Valley delivers an excellent, personalized educational experience to all of our students. We seek to provide our students with knowledge, skill and understandings essential to success at the collegiate level and in careers that they choose to pursue. We accomplish this by having high expectations together with support and enrichment based on student needs, interests and aspirations. Our national ranking, Blue Ribbon School designation and Reward School status are just some of the awards that demonstrate our commitment to every student’s success.

Our six schools offer a wide variety of curricular and co-curricular programs and opportunities for our students. The vast majority of our high school students complete college-level International Baccalaureate and Advanced Placement courses. Many also engage in our comprehensive Science Research program. Almost all participate in our competitive interscholastic programs, extensive extra-curricular offerings and diverse community service activities. Our college placement services have earned our students admission to a wide array of colleges and universities, including Ivy League schools and others which are highly competitive.

In accordance with State Regulations and guidelines, this professional development plan provides an overview of the professional development opportunities which we will continue to offer to support high levels of teaching and learning in the Locust Valley Central School District.

Composition of Professional Development Team

The Locust Valley Central School District is composed of two primary schools, two intermediate schools, a middle school and a high school. The Professional Development Team will consist of the following representatives from each of our schools:

- Principals
- Assistant Principals
- Curriculum Leaders
- Teacher Representatives
- School Support Personnel
- Parent Representative(s)
Needs/Data Analysis for the Professional Development Plan

Specific annual professional development priorities will be derived from the following:

- District/School/Department/Grade Level Goals and Priorities
- National/State Standards and Requirements
- Student Performance Results
- Emerging Research and Exemplary Practices
- Faculty Needs Assessment
- Parent and Student Feedback

Professional Development Implementation & Opportunities

The Professional Development Plan acknowledges that professional growth occurs in many forms, that professional development opportunities will continue to be offered throughout the school year in the Locust Valley school district and that all teachers and permanent substitute teachers will receive a minimum of 20 hours annually of professional development.

The list below provides examples of professional development activities that will continue to take place throughout the school year:

- Orientation programs for new faculty.
- Mentoring Program for new teachers.
- Superintendent's Conference Day activities
- Departmental, grade-level and school wide faculty meetings.
- In-school and after-school professional development workshops/training activities offered by the district.
- Out of district professional conferences and workshops.
- Individualized professional development through pre and post observation conferences.

Desired Outcomes of Professional Development Programs

The most important outcome of the professional development program in the Locust Valley Central School District is to enhance professional knowledge and skills needed in order to facilitate and support high levels of achievement and psycho-social growth and development for students.
Evaluation of Professional Development Opportunities

Annually faculty will be asked to review professional development opportunities. The members of the Professional Development Team will also review the Professional Development Plan annually.

Professional Development Providers

The content of the Locust Valley Central School District's professional development is being provided by Locust Valley Staff and is being supported in part by the BOCES, RIC, RBERN, RSE-TASC, Teacher Centers and approved consultants.

Locust Valley CSD Mentor Teacher Program

The goal of the LVCSD Mentor Program is to support the success and effectiveness of teachers in their first year of service to our schools and to support the success and effectiveness of long term substitute teachers. Teachers with two or more years of public school teaching experience shall be exempt from the program. Each new teacher will work and collaborate with an assigned Mentor and will address feedback provided by the administrators whose responsibility it will be to evaluate each new teacher's performance.

Probationary teachers must participate in 30 hours of mentoring activities during their first year of employment. Long term substitute teachers who are employed to work one semester or more must complete 15 hours during the first semester of employment.