



**Norfolk Public Schools**  
The cornerstone of a proudly diverse community



# NORFOLK PUBLIC SCHOOLS PROFESSIONAL DEVELOPMENT SPRING CATALOG



**CONTINUING  
THE DRIVE**

**equity &  
excellence  
for all**

## Overview of the Professional Development Catalog

The Professional Development Catalog is designed to align with Norfolk Public School's Strategic Plan, offering a comprehensive suite of learning opportunities that empower educators and enhance student outcomes. By focusing on key strategic priorities, the catalog provides targeted professional development experiences that directly align with the division's strategic plan and Virginia Department of Education's (VDOE) teacher performance evaluation system. Participants can expect diverse offerings of workshops, seminars, and online modules.

The catalog's offerings are curated to meet the diverse needs of educators at all levels. Whether seeking to deepen content knowledge, refine instructional practices, or explore emerging technologies, participants will find relevant and impactful professional development opportunities. By investing in the growth of our educators, Norfolk Public Schools demonstrates its commitment to equity and excellence by continuing to grow the capacity of our educators and students.

### STUDENT EXCELLENCE

Create authentic and culturally relevant learning experiences so that each student will be a creative, collaborative, civic-minded, critical thinker with effective communication skills.



### WORKFORCE

Attract, develop, and retain a highly effective workforce.



### RESOURCES

Ensure equitable allocation of human, fiscal, and material resources in support of equity and excellence for all.



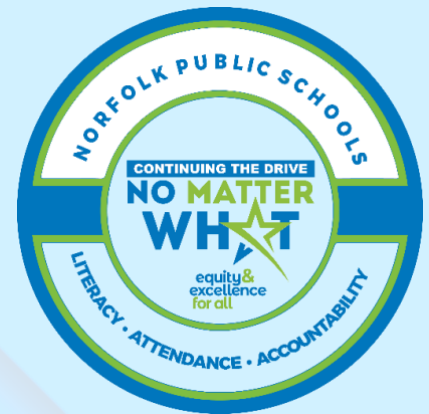
### COMMUNITY

Establish, strengthen, and sustain community partnerships to support students' engagement, success, and opportunities.



### SAFETY & CLIMATE

Cultivate a safe, caring, and welcoming environment whereby the physical and social emotional needs of each student and member of the NPS workforce are valued.





## Virginia Department of Education (VDOE) Teacher Performance Evaluation System

### 1 Professional Knowledge

The teacher demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences.

### 2 Instructional Planning

The teacher plans using the Virginia Standards of Learning, the school's curriculum, student data, and engaging and research-based strategies and resources to meet the needs of all students.

### 3 Instructional Delivery

The teacher uses a variety of research-based instructional strategies appropriate for the content area to engage students in active learning, to promote key skills, and to meet individual learning needs.

### 4 Assessment of/for Student Learning

The teacher systematically gathers, analyzes, and uses all relevant data to measure student progress, guide instructional content and delivery methods, and provide timely feedback to students, parents/caregivers, and other educators, as needed.

### 5 Learning Environment

The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.

### 6 Culturally Responsive Teaching and Equitable Practices

The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and academic achievement for all students.

### 7 Professionalism

The teacher demonstrates a commitment to professional ethics, collaborates and communicates appropriately, and takes responsibility for personal professional growth that results in the enhancement of student learning.

### 8 Student Academic Progress

The work of the teacher results in acceptable, measurable, and appropriate student academic progress.

**Registering for Sessions:**  
**Register in Frontline for Professional Growth for all**  
**Professional Development offerings.**

## Asynchronous Online Modules

Intended Audience	Title & Description	Facilitator(s)	Date, Time, & Location	Teaching Standard(s)	PD Hours
K-12 Teachers	<p><a href="#">Artificial Intelligence Explorations for Educators Canvas Course</a></p> <p>This professional development course is designed to equip educators with the foundational knowledge and practical skills necessary to navigate and integrate AI into their teaching practices effectively. This course is accessible in Canvas.</p>	Instructional Technology	<p>Asynchronous Ongoing</p> <p><a href="#">Course Link</a></p>	1, 2, 3, 4, 5, 6, 7, & 8	3.0

## January 2025 Professional Development

Intended Audience	Title & Description	Facilitator(s)	Date, Time, & Location	Teaching Standard(s)	PD Hours
New Teachers, Associate Teachers, Long-term Substitutes	<p><a href="#">Teacher Induction/Professional Development- January 11, 2025- 9:00am- 12:00pm- So Now What? Classroom Management Strategies to Address In-the-Moment of Disruption</a></p> <p>Join us and unlock the key to transforming challenging student behavior with our groundbreaking session on "Mastering Tier 2 and Tier 3 Behavioral Interventions!" Gain a deep understanding of Tier 2 and Tier 3</p>	Office of Professional Development	<p>January 11, 2025 8:30AM - 12:30PM</p> <p>Location: Ingleside Elementary Media Center</p>	1, 3, 5, & 6	4.0

	interventions to support every student's unique needs and create a positive, thriving learning environment.				
Division Direct Mentors	<p><a href="#">Teacher Induction/Professional Development- January 14, 2025- 4:30pm- 6:30pm- Direct Mentor Quarterly Learning Journey</a></p> <p>Quarterly meetings are pivotal in the mentorship journey as they provide structured opportunities for reflection and growth. These sessions allow mentees to review their progress, discuss challenges faced, and set new goals aligned with their learning trajectory. Mentors offer guidance by sharing insights and strategies tailored to the mentee's development needs. It's a time to celebrate achievements and address any obstacles hindering advancement. Ultimately, these meetings foster a supportive environment conducive to continuous learning and professional development.</p>	Office of Professional Development	<p>January 14, 2025 4:30PM - 6:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 5, & 7	2.0
Elementary School Math Teachers, Co-teachers, tutors	<p><a href="#">Elementary Mathematics - January 13, 2025 - 3:30 to 4:30 - Elementary School Edmentum Exact Path: Getting Started</a></p> <p>Learn how to navigate key features and implement Edmentum Exact Path with your students.</p>	Elementary Math Office	<p>January 13, 2025 4:00PM - 5:00PM</p> <p><a href="#">Location: Zoom</a></p>	1	1.0

Middle School Math Teachers, Co-teachers, tutors	<a href="#">Secondary Mathematics - January 13, 2025 - 3:30 to 4:30 - Middle School Edmentum Exact Path: Getting Started</a>  Learn how to navigate key features and implement Edmentum Exact Path with your students.	Secondary Math Office	January 13, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1	1.0
6-12 ELA, History, and Science teachers.	<a href="#">C&amp;I - January 14, 2025 - 3-4pm - Discovering Newsela Content and Features</a>  Understand how Newsela can be used to support ELA, History, and Science instruction.	Academic Affairs	January 14, 2025 3:00PM - 4:00PM  <a href="#">Location: Zoom</a>	3	1.0
K-12 Classroom Teachers	<a href="#">Teacher Induction/Professional Development- January 15, 2025- 4:30pm- 6:30pm- Classroom Management Problem of Practice</a>  Quarterly meetings focusing on classroom management problems of practice serve as crucial opportunities for educators to collaborate and share effective strategies. These sessions allow teachers to identify common challenges such as student engagement, behavior management, differentiated instruction, and fostering a positive classroom culture. By discussing these issues, educators can brainstorm	Office of Professional Development	January 15, 2025 4:30PM - 6:30PM  <a href="#">Location: Zoom</a>	1, 3, 5, 6, 7, & 8	2.0

	<p>solutions, draw on each other's experiences, and gain new insights into improving their teaching practices. Additionally, these meetings provide a platform for professional development where teachers can refine their skills and stay updated on best practices in the field of education. Ultimately, these collaborative efforts contribute to a more supportive and productive learning environment for students.</p>				
Required for staff assigned to work with any student whose IEP or Section 504	<p>Learning Support - 1.16.25 - 1.17.25 - 8:30-3:30 - CPI Training</p> <p>Provides staff with the skills to safely recognize and respond to everyday crisis situations, including safe disengagements and restrictive interventions.</p>	Learning Support	<p>January 16, 2025, to January 17, 2025 8:30AM - 3:30PM</p> <p>Location: Second Precinct - 901 Asbury Avenue</p>	5 & 6	0.0
All Staff	<u>Division-Wide Professional Development Day</u>	All Departments	January 17, 2025	1, 2, 3, 4, 5, 6, 7, & 8	3.0
Administrators who oversee special education and section 504 within their building. Special Education case managers.	<p><u>Learning Support - 12:30 PM - 3:30 PM - Crossroads Lab A - Manifestation Determination Review (MDR) Training</u></p> <p>Special education administrators, 504 coordinators, and case managers will learn how to conduct the Manifestation Determination Review Process for students</p>	Learning Support	<p>January 21, 2025 12:30PM - 3:30PM</p> <p>Location: Crossroads School Lab A</p>	1, 2, & 8	3.0

	who receive special education services under IDEA and accommodations under Section 504.				
CTE Teachers (MS/HS/NTC)	<a href="#">Career and Technical Education (CTE)- 01/22/25 - CTE Staff Support Sessions</a>  New and returning teachers will participate in optional collaborative work sessions and receive supplemental curriculum and content support.	Career and Technical Education	January 22, 2025 2:30PM - 4:30PM  Location: Norfolk Technical Center	1, 2, & 3	2.0
504 Coordinators	<a href="#">Learning Support - 8:30 AM - 11:30 AM - Crossroads Lab A - 504 Coordinator</a>  This training session provides an overview of Section 504, focusing on the procedural requirements that ensure the protection of the rights of qualified students with disabilities. During the session, participants will not only become familiar with the process, but they will also increase their understanding of specific responsibilities of Coordinators and explore the various forms associated with the procedures.	Learning Support	January 22, 2025 8:30AM - 11:30AM  Location: Crossroads School Lab A	1	3.0
K-5 teachers	<a href="#">Elementary English - January 22, 2025 (4:30pm - 5:30pm) Communities of Practice (Support for Completion of VDOE Online Modules)</a>	Elementary	January 22, 2025 4:30PM - 5:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4	1.0



	<p>As part of the Virginia Literacy Act (VLA), K-8 educators must complete training in evidence-based literacy instruction aligned with science-based reading research. This session, "Communities of Practice," is designed to assist teachers in successfully finishing the required UVA created Canvas courses. Join us for guidance on navigating the Canvas platform and collaborative discussions with fellow educators. Ensure you meet your training requirements while gaining valuable insights into implementing evidence-based literacy practices in your classroom.</p>	English			
Open to all	<p><a href="#">Introduction to Building Cultural Competency</a></p> <p>The Office of Diversity, Equity, and Inclusion will host this introduction to building cultural competency session. During this session we will introduce the cultural competence series and address the following objectives: Understand the learning journey that includes self, relationships, and systems that must be unpacked to develop cultural competence and cultural humility. Develop a shared vocabulary and define key terms relative to cultural competence. Explore issues of culture, bias, equity, inclusion and</p>	Office of Diversity, Equity, and Inclusion	<p>January 22, 2025 3:00PM - 4:00PM</p> <p><a href="#">Location: Zoom</a></p>	1 & 6	1.0

	belonging, expanding the definitions of these terms for application and practice in culturally responsive learning environments. Provide opportunities for reflection and use of tools and frameworks for continuous improvement.				
6-12 ELA, History, and Science Teachers	<a href="#">C&amp;I - January 28, 2025 - 3-4pm - Newsela: Supporting Student Engagement</a>  Understand how Newsela can help boost student engagement in ELA, History, and Science.	Academic Affairs	January 28, 2025 3:00PM - 4:00PM  <a href="#">Location: Zoom</a>	3	1.0
Administrators who oversee special education and section 504 within their building. Special Education case managers.	<a href="#">Learning Support - 12:30 PM - 3:30 PM - Crossroads Lab A - Manifestation Determination Review (MDR) Training</a>	Learning Support	January 29, 2025 12:30PM - 3:30PM  Location: Crossroads School Lab A	1, 2, & 8	3.0

## February 2025 Professional Development

Intended Audience	Title & Description	Facilitator(s)	Date, Time, & Location	Teaching Standard(s)	PD Hours
All Middle School and High School Theatre Arts teachers	Theatre Teacher Quarterly Zoom	Music and Theater Arts Office	February 13, 2025 3:15PM – 4:15PM  <a href="#">Location: Zoom</a>	1, 2, 3, & 4	1.0
504 Coordinators	<a href="#">Learning Support - 12:30 PM - 3:30 PM - Crossroads Lab A - 504 Accommodation Plan Training</a>		February 4, 2025 12:30PM - 3:30PM	1	3.0

	504 coordinators will learn how to process accommodation requests equitably and provide supportive, legally compliant and best-practice access for students who qualify for accommodations under section 504.	Learning Support	Location: Crossroads School Lab A		
504 Coordinators	<a href="#">Learning Support - 8:30 AM - 11:30 AM - Crossroads Lab A - 504 Accommodations Plan Training</a> 504 coordinators will learn how to process accommodation requests equitably and provide supportive, legally compliant and best-practice access for students who qualify for accommodations under section 504.	Learning Support	February 4, 2025 8:30AM - 11:30AM Location: Crossroads School Lab A		
5th grade teachers	<a href="#">Elementary English - February 5, 2025 (4:30pm - 5:30pm) Integrated Reading and Writing (IRW) Assessment</a> By the end of this session, participants will be able to articulate the expectations of the Integrated Reading and Writing (IRW) Standards of Learning (SOL) assessment, analyze the scoring rubrics used to evaluate student submissions, and utilize provided instructional materials to effectively	Elementary English	February 5, 2025 4:30PM - 5:30PM <a href="#">Location: Zoom</a>	1, 2, 3, & 4	1.0

	prepare students for success on this assessment.				
<p>All building administrators, special education teachers, related service providers, paraprofessionals, and other staff likely to encounter students who may experience crisis and require restraint.</p>	<p><u><a href="#">Student Support Services - February 5th &amp; 7th, 2025 (8:30am-3:30pm)- Handle With Care Training</a></u></p> <p>The Department of Student Support Services is offering monthly Handle With Care training on nonviolent crisis intervention which replaces the MANDT and CPI training provided in previous years. These sessions satisfy the training required by Code of Virginia, 8VAC20-750-40 which requires that school divisions provide advanced training in the use of physical restraint and seclusion for at least one administrator in every school building and for school personnel assigned to work with any student whose IEP or Section 504 team determines the student is likely to be physically restrained or secluded. In this session participants will: 1. Be equipped with problem-solving and decision-making skills to recognize the level of risk and apply the most appropriate verbal and/or physical interventions. 2. Learn strategies for minimizing physical interventions or de-escalation strategies. 3. Gain the confidence to recognize risk behavior &amp; respond to defensive behaviors. 4. Increase</p>	<p>Department of Student Support Services</p>	<p>February 5, 2025 &amp; February 7, 2025 8:30AM - 3:30PM</p> <p>Location: 2nd Precinct- 901 Asbury Avenue, Norfolk, 23513</p>	<p>1, 5, 6, &amp; 7</p>	<p>15</p>

	<p>understanding of what's behind behavior.</p> <p>5. Address the needs of the individual.</p> <p>Training sessions will be offered monthly during the 2024-2025 school year from September 2024 - April 2025.</p>				
District Wide Program Self-Contained Teachers	<p><a href="#">Learning Support - February 10, 2025 - 2:30-4:00 pm - Building Healthy Relationships</a></p> <p>Explain the importance of approaching our work as a relationship-based process</p> <p>Articulate the belief that all people have the right to be treated with dignity and respect.</p> <p>Articulate that the management of one's own emotions is important when dealing with a person who is experiencing strong emotions. Describe the ways cultural diversity can affect relationships.</p>	Learning Support	<p>February 10, 2025 2:30PM - 4:00PM</p> <p>Location: Little Creek Elementary (Nancy Building) Room 203</p>	5 & 6	1.5
Library Media Specialists and Library Media Assistants	<p><a href="#">Media Services - 3:30 PM-4:30 PM - Zoom - Power Tools: Library &amp; Media Connections</a></p> <p>Participants will be able to collaborate, co-teach and support each school's</p>	Media Services	<p>February 11, 2025 3:30PM - 4:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 5, 6, 7, & 8	1.0



	instructional program to increase student learning and academic achievement as well as provide a variety of learning and teaching resources that support academic standards, information literacy skills, and general interest topics for students.				
K-12 Art Teachers	K-12 Art Teacher Professional Development  Student Engagement & Motivation	Art and Dance Office	February 11, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0
Open to all	<a href="#">Building Cultural Competency Series - Culturally Competent Self-Reflection and Culturally Competent Pedagogy &amp; Practice</a>  The Office of Diversity, Equity, and Inclusion is hosting a series of cultural competency professional development sessions. Each session will provide information about each Cultural Competency Domain in accordance with Virginia Code Â§22.1-298.7. In addition, resources will be provided to support these domains. In this session we will explore Domain 1 and 2. Domain 1, education professionals acknowledge and continually examine personal lived experiences, the influence of dimensions of diversity on them and how that influence manifests itself in their own. Domain 2, education	Office of Diversity, Equity, and Inclusion	February 12, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1 & 6	1.0

	professionals recognize the relevance of culture and adapt professional practices to meet the needs of students from all backgrounds				
District Wide Program Self-Contained Teachers	<p><u>Learning Support - February 12, 2025 - 4:00-5:30 pm - Building Healthy Relationships</u></p> <p>Explain the importance of approaching our work as a relationship-based process. Articulate the belief that all people have the right to be treated with dignity and respect. Articulate that the management of one's own emotions is important when dealing with a person who is experiencing strong emotions. Describe the ways cultural diversity can affect relationships.</p>	Learning Support	<p>February 12, 2025 4:00PM - 5:30PM</p> <p>Location: Little Creek Elementary (Nancy Building) Room 203</p>	5 & 6	1.5
Administrators who oversee special education and section 504 within their building. Special Education Case Managers.	<p><u>Learning Support - 12:30 PM - 3:30 PM - Crossroads Lab A - Manifestation Determination Review (MDR) Training</u></p> <p>Special education administrators, 504 coordinators, and case managers will learn how to conduct the Manifestation Determination Review Process for students who receive special education services under IDEA and accommodations under Section 504.</p>	Learning Support	<p>February 13, 2025 12:30PM - 3:30PM</p> <p>Location: Crossroads School Lab A</p>	1, 2, & 5	0.0

Administrators that oversee special education and section 504 within their buildings. Special Education Case Managers	<p><a href="#"><u>Learning Support - 8:30 AM - 11:30 AM - Crossroads Lab A - FBA/BIP Training</u></a></p> <p>Special Education Building Administrators, 504 Coordinators, and Case Managers will learn the process of conducting a Functional Behavior Assessment (FBA) and developing a Behavior Intervention Plan (BIP) for students who receive special education services under IDEA and accommodations under Section 504.</p>	Learning Support	<p>February 13, 2025 8:30AM - 11:30AM</p> <p>Location: Crossroads School</p>	1, 2, & 5	3.0
New Teachers, Associate Teachers, Long-term Substitutes	<p><a href="#"><u>Teacher Induction/Professional Development- February 15, 2025- 9:00am- 12:00pm- Mastering Calm. Effective Techniques for Managing Student Behavior</u></a></p> <p>You will not want to miss this insightful professional development session designed to equip teachers with effective strategies for deescalating challenging student behaviors. This workshop will cover practical techniques to manage classroom conflicts, reduce stress, and foster a positive learning environment. Through interactive activities and expert-led discussions, participants will gain valuable skills to handle difficult situations with confidence and composure. Empower yourself to create a calmer, more productive classroom where every student can thrive.</p>	Office of Professional Development	<p>February 15, 2025 8:30AM - 12:30PM</p> <p>Location: Ingleside Elementary School Media Center</p>	1, 3, 5, 6, 7, & 8	4.0

6-12 Dance Teachers	<p>Dance Professional Development</p> <p>The art/Dance creativity retreat professional development session- participants will engage in immersive workshops designed to enhance their creative skills and foster innovation. These sessions will feature hands-on activities that explore various artistic techniques, encourage experimentation, and promote self-expression. Facilitators will guide participants through exercises that challenge conventional thinking and inspire new perspectives. The retreat also provides opportunities for collaborative planning, peer feedback, and reflective discussions, all aimed at revitalizing participants' creative practices and professional approaches.</p>	Art and Dance Office	<p>February 18, 2025 3:30PM – 4:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 5, 6, 7, & 8	1.0
K-5 teachers	<p><a href="#">Elementary English - February 19, 2025 (4:30pm - 5:30pm) Communities of Practice (Support for Completion of VDOE Online Modules)</a></p> <p>As part of the Virginia Literacy Act (VLA), K-8 educators must complete training in evidence-based literacy instruction aligned with science-based reading research. This session, "Communities of Practice," is designed to assist teachers in successfully finishing the required UVA created Canvas courses. Join us for guidance on navigating the Canvas platform and collaborative</p>	Elementary English	<p>February 19, 2025 4:30PM - 5:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, & 4	1.0

	discussions with fellow educators. Ensure you meet your training requirements while gaining valuable insights into implementing evidence-based literacy practices in your classroom.				
Local Education Agency (LEA) representatives, special education teachers/case managers, related services providers, and IEP team members	<p><a href="#"><u>Learning Support 8:30-11:30am- Educationally Meaningful IEPs- Crafting PLAAFP Statements</u></a></p> <p>Session participants develop a better understanding of: 1. Assessment requirements in IDEA 2. Assessment for special education instructional planning, progress monitoring, and accountability 3. Compliance &amp; better PLAAFP statement practices and this means for IEP teams 4. Practices that IEP teams should avoid when writing PLAAFP statements</p>	Learning Support	<p>February 20, 2025 8:30AM – 11:30AM</p> <p><a href="#"><u>Location: Zoom</u></a></p>	1, 2, 3, 4, 5, 6, 7, & 8	3.0
Local Education Agency (LEA) representatives, special education teachers/case managers, related services providers, and IEP team members	<p><a href="#"><u>Learning Support 12:30pm – 3:30pm - Educationally Meaningful IEPs- Crafting PLAAFP Statements</u></a></p> <p>Session participants develop a better understanding of: 1. Assessment requirements in IDEA 2. Assessment for special education instructional planning, progress monitoring, and accountability 3. Compliance &amp; better PLAAFP statement practices and this means for IEP teams 4.</p>	Learning Support	<p>February 20, 2025 12:30PM – 3:30PM</p> <p><a href="#"><u>Location: Zoom</u></a></p>	1, 2, 3, 4, 5, 6, 7, & 8	3.0



	Practices that IEP teams should avoid when writing PLAAFP statements				
Elementary ED District Wide Program Teachers and the traditional middle schools Social Skills Teachers.	<p><a href="#">Skillstreaming Social Skills Curriculum</a></p> <p>Skillstreaming is a social-emotional learning program designed to help children and youth learn positive ways to have their needs met. Skillstreaming employs a four-part training approach-modeling, role-playing, performance feedback, and generalization-to teach essential prosocial skills.</p>	Learning Support	<p>February 24, 2025 8:30AM - 3:30PM</p> <p>Location: 901 Asbury Ave, Norfolk, Virginia 23513</p>	1, 2, 3, 4, 5, 6, 7, & 8	7.0
Grade 3 History and Science Teachers	<p><a href="#">C&amp;I: Science &amp; History Offices (2/26/2025) 4:00-5:00pm Grade 3 PA Science &amp; History Collaborative Virtual Training - Part 3: Science and History</a></p> <p>By the end of this session, learners will receive an overview and training to access and utilize teacher resources to complete the Grade 3 PA for Science and History. Topics in this session will be specific to the completion of Science (Neighborhood Water Sources) and the Mali Performance Assessment for History.</p>	Elementary Science and History	<p>February 26, 2025 4:00PM - 5:00PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 5, 6, 7, 8	1.0

<p>All building administrators, special education teachers, related service providers, paraprofessionals, and other staff likely to encounter students who may experience crisis and require restraint.</p>	<p><u><a href="#">Student Support Services - February 26th &amp; 28th, 2024 (8:30am-3:30pm)- Handle With Care Training</a></u></p> <p>The Department of Student Support Services is offering monthly Handle With Care training on nonviolent crisis intervention which replaces the MANDT or CPI training provided in previous years. These sessions satisfy the training required by Code of Virginia, 8VAC20-750-40 which requires that school divisions provide advanced training in the use of physical restraint and seclusion for at least one administrator in every school building and for school personnel assigned to work with any student whose IEP or Section 504 team determines the student is likely to be physically restrained or secluded. In this session participants will:</p> <ol style="list-style-type: none"> <li>1. Be equipped with problem-solving and decision-making skills to recognize the level of risk and apply the most appropriate verbal and/or physical interventions.</li> <li>2. Learn strategies for minimizing physical interventions or de-escalation strategies.</li> <li>3. Gain the confidence to recognize risk behavior &amp; respond to defensive behaviors.</li> <li>4. Increase understanding of what's behind behavior.</li> <li>5. Address the needs of the individual.</li> </ol> <p>Training sessions will be offered monthly during the 2024-2025 school year from September 2024 - April 2025.</p>	<p>Department of Student Support Services</p>	<p>February 26, 2025 &amp; February 28, 2025 8:30AM - 3:30PM</p> <p>Location: 2nd Precinct - 901 Asbury Avenue, Norfolk, 23513</p>	<p>1, 5, 6, &amp; 7</p>	<p>15</p>
---	--	---	--	-------------------------	-----------

504 Coordinators (Administrators who oversee Section 504 in their building)	<a href="#">Learning Support - 8:30 AM - 11:30 AM - Crossroads Lab A - 504 Accommodation Plan Training</a>  504 coordinators will learn how to process accommodation requests equitably and provide supportive, legally compliant and best-practice access for students who qualify for accommodations under section 504.	Learning Support	February 26, 2025 8:30AM - 11:30AM  Location: Crossroads School Lab A	1	3.0
Secondary Music Teachers	<a href="#">Secondary Music Support Zoom</a>	Music and Theater Arts Office	February 5, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0

## March 2025 Professional Development

Intended Audience	Title & Description	Facilitator(s)	Date, Time, & Location	Teaching Standard(s)	PD Hours
District Wide Program Self-Contained Teachers	<a href="#">Learning Support - March 3, 2025 - 4:00-5:30 pm - Trauma Informed Care</a>  Identify the effect of trauma on people. Recognize that different traumatic events will affect individuals in different ways and will affect the type of supportive response needed. Understand the importance of trauma informed care in preventing possible retraumatization	Learning Support	March 3, 2025 4:00PM - 5:30PM  Location: Little Creek Elementary (Nancy Building) Room 203	3, 5, & 6	1.0

Local Education Agency (LEA) representatives, special education teachers/case managers, related services providers, and IEP team members are encouraged to participate.	<u>Learning Support 8:30-11:30am Educationally Meaningful IEPs- Developing &amp; Monitoring Measurable Annual Goals</u>  Session participants develop a better understanding of: 1. Methods & elements for ensuring annual IEP goals are measurable 2. Identifying high-quality measurable annual IEP goals 3. Using goals to monitor student progress 4. Best practices and practices to avoid in developing and measuring annual IEP goals	Learning Support	March 5, 2025 8:30AM - 11:30AM  <u>Location: Zoom</u>	1, 2, 3, 4, 7, & 8	3.0
Local Education Agency (LEA) representatives, special education teachers/case managers, related services providers, and IEP team members are encouraged to participate.	<u>Learning Support 12:30-3:30pm Educationally Meaningful IEPs- Developing &amp; Monitoring Measurable Annual Goals</u>  Session participants develop a better understanding of: 1. Methods & elements for ensuring annual IEP goals are measurable 2. Identifying high-quality measurable annual IEP goals 3. Using goals to monitor student progress 4. Best practices and practices to avoid in developing and measuring annual IEP goals	Learning Support	March 5, 2025 12:30PM - 3:30PM  <u>Location: Zoom</u>	1, 2, 3, 4, 7, & 8	3.0
District Wide Program Self-Contained Teachers	<u>Learning Support - March 5, 2025 - 2:30-4:00 pm - Trauma Informed Care</u>  Identify the effect of trauma on people. Recognize that different traumatic events will affect individuals in different ways and will affect the type of supportive response needed. Understand the importance of trauma informed care in preventing possible retraumatization	Learning Support	March 5, 2025 4:00PM - 5:30PM  Location: Little Creek Elementary (Nancy Building) Room 203	3, 5, & 6	1.0

Building Direct Mentors	<p><u>Teacher Induction/Professional Development- March 11, 2025- 4:30pm-6:30pm- Direct Mentor Quarterly Learning Journey</u></p> <p>Quarterly meetings are pivotal in the mentorship journey as they provide structured opportunities for reflection and growth. These sessions allow mentees to review their progress, discuss challenges faced, and set new goals aligned with their learning trajectory. Mentors offer guidance by sharing insights and strategies tailored to the mentee's development needs. It's a time to celebrate achievements and address any obstacles hindering advancement. Ultimately, these meetings foster a supportive environment conducive to continuous learning and professional development.</p>	Office of Professional Development	<p>March 11, 2025 4:30PM - 6:30PM</p> <p><u>Location: Zoom</u></p>	1, 5, 6, & 7	2.0
504 Coordinators	<p><u>Learning Support – 8:30AM – 11:30AM - Crossroads Lab A - 504 Accommodations Plan Training</u></p> <p>504 coordinators will learn how to process accommodation requests equitably and provide supportive, legally compliant and best-practice access for students who qualify for accommodations under section 504</p>	Learning Support	<p>March 11, 2025 8:30AM – 11:30AM</p> <p>Location: Crossroads School</p>	1, 2, & 5	3.0
504 Coordinators	<p><u>Learning Support - 12:30 PM - 3:30 AM - Crossroads Lab A - 504 Accommodations Plan Training</u></p>	Learning Support	<p>March 11, 2025 12:30PM - 3:30PM</p> <p>Location: Crossroads School</p>	1, 2, & 5	3.0



	504 coordinators will learn how to process accommodation requests equitably and provide supportive, legally compliant and best-practice access for students who qualify for accommodations under section 504				
K-5 teachers	<p><a href="#">Elementary English - March 12, 2025 (4:30pm - 5:30pm) Communities of Practice (Support for Completion of VDOE Online Modules)</a></p> <p>As part of the Virginia Literacy Act (VLA), K-8 educators must complete training in evidence-based literacy instruction aligned with science-based reading research. This session, "Communities of Practice," is designed to assist teachers in successfully finishing the required UVA created Canvas courses. Join us for guidance on navigating the Canvas platform and collaborative discussions with fellow educators. Ensure you meet your training requirements while gaining valuable insights into implementing evidence-based literacy practices in your classroom.</p>	Elementary English	<p>March 12, 2025 4:30PM - 5:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, & 4	1.0
Open to all	<p><a href="#">Building Cultural Competency Series - Culturally Competent Pedagogy &amp; Practice and Culturally Competent Learning Environments</a></p> <p>The Office of Diversity, Equity, and Inclusion is hosting a series of cultural competency professional development sessions. Each session will provide information about</p>		<p>March 12, 2025 3:30PM - 4:30PM</p> <p><a href="#">Location: Zoom</a></p>	1 & 6	1.0

	<p>each Cultural Competency Domain in accordance with Virginia Code Â§22.1-298.7. In addition, resources will be provided to support these domains. In this session we will revisit Domain 1 and introduce Domain 3. Domain 1, education professionals acknowledge and continually examine personal lived experiences, the influence of dimensions of diversity on them and how that influence manifests itself in their own. Domain 3, the goal is to foster inclusive excellence that impacts all learning environments, analyze practices that prevent or limit access and opportunity for students and staff, and align resources to increase achievement for all, without lowering standards for excellence.</p>	Office of Diversity, Equity, and Inclusion			
Local Education Agency (LEA) representatives, special education teachers/case managers, related services providers, and IEP team members are encouraged to participate.	<p><a href="#">Learning Support 8:30-11:30am- Educationally Meaningful IEPs- Developing Special Education Services</a></p> <p>Session participants develop a better understanding of:</p> <ol style="list-style-type: none"> <li>1.Special Designed Instruction &amp; Special Education Services</li> <li>2.Considering service dates, duration, frequency, and location service delivery models or least restrictive environments</li> </ol>	Learning Support	<p>March 13, 2025 8:30AM - 11:30AM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 7, & 8	3.0
Local Education Agency (LEA) representatives, special education teachers/case managers, related services	<p><a href="#">Learning Support 12:30-3:30pm- Educationally Meaningful IEPs- Developing Special Education Services</a></p> <p>Session participants develop a better understanding of:</p> <ol style="list-style-type: none"> <li>1. Special Designed Instruction &amp; Special Education Services</li> </ol>	Learning Support	<p>March 13, 2025 12:30PM - 3:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 7, & 8	3.0

providers, and IEP team members are encouraged to participate.	2.Considering service dates, duration, frequency, and location service delivery models or least restrictive environments				
K-12 Teachers	<p><a href="#"><u>Teacher Induction/Professional Development- March 13, 2025- 4:30pm-6:30pm- Classroom Management Problem of Practice</u></a></p> <p>Quarterly meetings focusing on classroom management problems of practice serve as crucial opportunities for educators to collaborate and share effective strategies. These sessions allow teachers to identify common challenges such as student engagement, behavior management, differentiated instruction, and fostering a positive classroom culture. By discussing these issues, educators can brainstorm solutions, draw on each other's experiences, and gain new insights into improving their teaching practices. Additionally, these meetings provide a platform for professional development where teachers can refine their skills and stay updated on best practices in the field of education. Ultimately, these collaborative efforts contribute to a more supportive and productive learning environment for students.</p>	Office of Professional Development	<p>March 13, 2025 4:30PM - 6:30PM</p> <p><a href="#"><u>Location: Zoom</u></a></p>	1, 2, 3, 4, 5, 6, & 7	2.0
All building administrators, special education teachers, related service providers, paraprofessionals, and other staff likely to encounter	<p><a href="#"><u>Student Support Services - March 13-14, 2025 (8:30am-3:30pm) - Handle With Care Training</u></a></p> <p>The Department of Student Support Services is offering monthly Handle With Care training on nonviolent crisis intervention which replaces the MANDT and CPI training provided in previous years. These sessions satisfy the training required by Code of Virginia, 8VAC20-750-40 which requires that school divisions</p>	Department of Student Support Services	<p>March 13, 2025 &amp; March 14, 2025 8:30AM - 3:30PM</p> <p>Location: Police Community Room- 2nd Precinct- 901 Asbury Avenue, Norfolk, 23513</p>	1, 5, 6, & 7	15.0

students who may experience crisis and require restraint.	provide advanced training in the use of physical restraint and seclusion for at least one administrator in every school building and for school personnel assigned to work with any student whose IEP or Section 504 team determines the student is likely to be physically restrained or secluded. In this session participants will: 1. Be equipped with problem-solving and decision-making skills to recognize the level of risk and apply the most appropriate verbal and/or physical interventions. 2. Learn strategies for minimizing physical interventions or de-escalation strategies. 3. Gain the confidence to recognize risk behavior & respond to defensive behaviors. 4. Increase understanding of what's behind behavior. 5. Address the needs of the individual. Training sessions will be offered monthly during the 2024-2025 school year from September 2024 - April 2025.				
New Teachers, Associate Teachers, Long-term Substitutes	<p><u>Teacher Induction/Professional Development- March 15, 2025- 8:30am-12:00pm- Strategies for Success: Navigating End-of-the-Year Challenges</u></p> <p>This session will focus on maintaining engagement, fostering a positive learning environment, and managing potential behavior challenges during the final stretch of the academic year. Participants will explore innovative techniques for keeping students motivated and ensuring a productive and successful conclusion to the school year. This session offers practical tools and insights to empower teachers in handling end-of-year dynamics.</p>	Office of Professional Development	<p>March 15, 2025 8:30AM - 12:30PM</p> <p>Location: Ingleside Elementary Media Center</p>	1, 3, 5, 6, & 7	4.0
8th grade Middle School Special Education Teachers	<p><u>Transition Planning: Riser Up's PLC 8th grade to 9<sup>th</sup></u></p> <p>This session will focus on students with disabilities as they transition from 8th to 9th grade. Session goals will</p>		<p>March 19, 2025 8:30AM - 10:30AM</p>	1, 2, 3, 7 & 8	2.0

	include reviewing block scheduling, resource classes, and incorporating planning time with high school department chairs to gain an understanding of the high school setting and scheduling. Guidance will be provided to case managers to enable them to effectively work with the IEP teams to address parental concerns as students transition to high school.	Learning Support			
8th grade Middle School Special Education Teachers	<p><a href="#">Transition Planning: Riser Up's PLC 8th grade to 9<sup>th</sup></a></p> <p>This session will focus on students with disabilities as they transition from 8th to 9th grade. Session goals will include reviewing block scheduling, resource classes, and incorporating planning time with high school department chairs to gain an understanding of the high school setting and scheduling. Guidance will be provided to case managers to enable them to effectively work with the IEP teams to address parental concerns as students transition to high school.</p>	Learning Support	March 19, 2025 12:30PM - 2:30PM	1, 2, 3, 7 & 8	2.0
All Staff	<a href="#">Division-Wide Professional Development Day</a>	All Departments	March 21, 2025	1, 2, 3, 4, 5, 6, 7, & 8	3.0
Library Media Specialists and Library Media Assistants	<p><a href="#">Media Services - 3:30 PM-4:30 PM - Zoom - Power Tools: Library &amp; Media Connections</a></p> <p>Participants will be able to collaborate, co-teach and support each school's instructional program to increase student learning and academic achievement as well as provide a variety of learning and teaching resources that support academic standards, information literacy skills, and general interest topics for students.</p>	Media Services	<p>March 25, 2025 3:30PM - 4:30PM</p> <p><a href="#">Location: Zoom</a></p>	1, 2, 3, 4, 5, 6, 7, & 8	1.0
CTE Teachers (MS/HS/NTC)	<a href="#">Career and Technical Education (CTE) - 03/26/25 - Staff Support Session</a>		March 26, 2025 2:30PM - 4:30PM	1, 2, 3, & 8	2.0



	New and returning CTE teachers will participate in optional collaborative work sessions and receive supplemental curriculum and content support.	Career Technical Education	Location: Norfolk Technical Center		
Secondary (Middle & High School), Teachers, Administrators, School Counselors. and Special Education staff.	<a href="#">Credit Accommodations for Students with Disabilities-Learning Support-3/27/25-8:30 a.m.-11:00 a.m. "Credit Accommodations for Students with Disabilities"</a>  By the end of this session, participants will have the knowledge and tools to ensure equitable access to graduation pathways for students with disabilities through the effective use of credit accommodations.	Learning Support	Mar 27, 2025 8:30AM - 11:00AM	8	2.5
Secondary (Middle & High School), Teachers, Administrators, School Counselors. and Special Education staff.	<a href="#">Credit Accommodations for Students with Disabilities-Learning Support-3/27/25-8:30 a.m.-11:00 a.m. "Credit Accommodations for Students with Disabilities"</a>  By the end of this session, participants will have the knowledge and tools to ensure equitable access to graduation pathways for students with disabilities through the effective use of credit accommodations.	Learning Support	Mar 27, 2025 12:30PM - 3:00PM	8	2.5
General Music, 5th Grade Strings, and 5th Grade Chorus Teachers	<a href="#">NPS Elementary Music Department Zoom Support</a>	Music and Theatre Office	March 4, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0

## April 2025 Professional Development

Intended Audience	Title & Description	Facilitator(s)	Date, Time, & Location	Teaching Standard(s)	PD Hours
All building administrators,	<a href="#">Student Support Services - April 3-4, 2025 (8:30am-3:30pm)- Handle With Care Training</a>		April 3, 2025 & April 4, 2025 8:30AM - 3:30PM	1, 5, 6, & 7	15.0

special education teachers, related service providers, paraprofessionals, and other staff likely to encounter students who may experience crisis and require restraint.	The Department of Student Support Services is offering monthly Handle With Care training on nonviolent crisis intervention which replaces the MANDT and CPI training provided in previous years. These sessions satisfy the training required by Code of Virginia, 8VAC20-750-40 which requires that school divisions provide advanced training in the use of physical restraint and seclusion for at least one administrator in every school building and for school personnel assigned to work with any student whose IEP or Section 504 team determines the student is likely to be physically restrained or secluded. In this session participants will: 1. Be equipped with problem-solving and decision-making skills to recognize the level of risk and apply the most appropriate verbal and/or physical interventions. 2. Learn strategies for minimizing physical interventions or de-escalation strategies. 3. Gain the confidence to recognize risk behavior & respond to defensive behaviors. 4. Increase understanding of what's behind behavior. 5. Address the needs of the individual. Training sessions will be offered monthly during the 2024-2025 school year from September 2024 - April 2025.	Department of Student Support Services	Location: Police Community Room- 2nd Precinct- 901 Asbury Avenue, Norfolk, 23513		
General Music, 5th Grade Strings, and 5th Grade Chorus Teachers	<a href="#">NPS Elementary Music Department Zoom Support</a>	Music and Theatre Office	April 8, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0
Secondary Music Teachers	<a href="#">Secondary Music Support Zoom</a>	Music and Theatre Office	April 9, 2025 3:30PM - 4:30PM	1, 2, 3, 4, 5, 6, 7, & 8	1.0

			<a href="#">Location: Zoom</a>		
K-12 Art Teachers	K-12 Art Teacher Professional Development Student Engagement & Motivation	Art and Dance Office	April 22, 2025 3:30PM - 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0
6-12 Dance Teachers	Dance Professional Development  The art/Dance creativity retreat professional development session-participants will engage in immersive workshops designed to enhance their creative skills and foster innovation. These sessions will feature hands-on activities that explore various artistic techniques, encourage experimentation, and promote self-expression. Facilitators will guide participants through exercises that challenge conventional thinking and inspire new perspectives. The retreat also provides opportunities for collaborative planning, peer feedback, and reflective discussions, all aimed at revitalizing participants' creative practices and professional approaches.	Art and Dance Office	April 29, 2025 3:30PM – 4:30PM  <a href="#">Location: Zoom</a>	1, 2, 3, 4, 5, 6, 7, & 8	1.0

