

February 14, 2013

Chair Mark Hass  
Senate Education and Workforce Committee  
Oregon State Senate

RE: Senate Bill 271

Chair Hass and members of the committee:

For the record, my name is Mary Cadez and I'm the Assistant Superintendent Salem-Keizer Public Schools and I'm here today to support SB 271.

After working diligently for the past 6 years on improving our professional development efforts in Salem- Keizer District, we know these factors are critical to our success:

Professional development that improves teaching and learning must be:

1. The result of purposeful planning aligned to our district's strategic plan and identified needs (meaningful and utilitarian value)
2. Accessible, modeled and dynamic (able to be altered or changed based on feedback from our staff) and available to our staff on demand.
3. Delivered by instructional coaches and administrators who are trained together in order to ensure consistency, use of common language and feedback that ensures fidelity to the program model or strategy.
4. Embedded into classroom practice and practiced in the classroom with feedback so that implementation is not left to chance.
5. Supported by coaches and mentors.
6. Planned so that teachers have time to observe each other in practice and time to debrief in order to gain new skills or refine their practice.
7. Differentiated, teachers must be recognized as learners and need to have their adult learning needs met. Mid-career teacher's needs may be much different than a beginning teacher's needs.
8. Networked and shared with like schools and/ or districts to increase the return on our investment and expand our skills and knowledge.
9. Oriented to the future in order to develop internal professional capacity to meet the demands the district may face.

*Teachers develop over the continuum of their career. It is not a one shot deal!*

We know that most of the smaller districts throughout the state do not have the capacity that Salem-Keizer has to deliver great, job-embedded coaching on their own. But if we can bring together those people and resources through a statewide network and we can ensure that network is aligned with state standards, we can better serve more students and teachers. Please pass SB 271.

Thank you,

Mary Cadez  
Assistant Superintendent  
Salem-Keizer Public Schools