Hastings
Public Schools

Staff Development 2025-26 Board Report

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Students are the heart of all we do

Staff Development

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Guiding Principles

Hastings Public Schools cultivates a professional learning culture that ensures every educator is empowered, valued, and has the tools, knowledge, and is provided the support necessary for students to achieve academic success, receives equitable educational support, and has their social and emotional needs met.

Focus

Staff Development in Hastings Public Schools builds the capacity of educators through collaboration, data-informed and equity-focused professional learning that accelerates student growth and leads to student achievement, fosters staff retention, and supports safe, inclusive learning environments.

Staff Development Highlights

2025-26 school year

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128

Unique courses offered

Up from 68 unique offerings in 2024-25

379

Unique staff attended

Educators who took part in at least one session

10,746

CEUs earned

Continuing education units toward relicensure

The Year in Staff Development Days

2025-2026: Five district days, each tied to district priorities

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AUG 26–28

Workshop Week

Amplify Science, Catalyst, MTSS, PLC launch, curricular alignment

SEPT 29

Fall PD Day

Strengths, collaborative planning, curricular work

DEC 1

Winter PD Day

Language Access Plan, UFLI and Bridges small groups, AVID, IXL

JAN 26

Mid-Year PD Day

AI in Education, Signs of Suicide, DOK Design Lab, culturally responsive teaching

APR 24

Spring PD Day

Peer coach and mentor training, Native learners, fall planning

Progress

Targets: 80%+ satisfaction and 70%+ classroom implementation

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Every teacher, aligned PD

By October, every K-12 teacher had two or more sessions tied to instructional priorities, with 80%+ satisfaction.

Learning reached classrooms

Over 70% of HHS staff were observed using AVID strategies from professional development.

Strong finish

81% of all spring survey responses rated sessions with high satisfaction.

Room to grow

Satisfaction started at 67% after the September PD day, then reached 80%+ for every day after.

What Staff Told Us

Themes across this year's feedback surveys

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Positive

- Protected time to collaborate and plan with colleagues was the top-rated part of every day
- Practical sessions staff could use right away: EL family communication, UFLI, IXL, AI
- Choice in breakout sessions, including relicensure options

Growth

- One clear schedule, shared early, with fewer moves between buildings
- More role-specific learning for specialists, SPED, early childhood and grades 3–4
- Refresh repeated topics such as Strengths

Staff Feedback Driving Change

How the Staff Development Committee closed the loop

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Staff Development Committee

19 members, mostly licensed teachers and related service providers. Meets monthly to plan PD and review every survey; adding paraprofessionals

Reported Back to All Staff

On the April 24 PD day, the committee presented the year in review, the changes made from feedback, and a preview of 2026-27.

Changes From Feedback

- Fewer location changes in a day
- On-demand relicensure sessions
- Breakout sessions for more choice
- AI learning opportunities
- Processing time after each session

Feedback in Action

- Grades 3–4 teachers asked to continue phonics: a Functional Morphology trial on Jan 26 was the day's top-rated session
- Secondary staff asked for sessions on Native students: 40+ teachers signed up in April

Satisfaction after the first PD day: 67% (Sept) → 81% (Dec) → 80% (Jan) → 81% (Apr) · **Input survey:** 95 → 152 responses

Looking Ahead to 2026-27

From one-day sessions to learning that continues in classrooms

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Workshop Week, Redesigned

The committee is piloting a new structure that spreads 14 hours of PD across three days, in response to Workshop Week feedback.

New PD System

Staff register for their own sessions, track CEUs in one place, get reminders, and use an on-demand session library.

IMPACT and PLCs

The redesigned TD&E plan keeps the 5D+ rubric and focuses on six core commitments (IMPACT); PLC Leads received PLC Lead training.

Learning From Each Other

IMPACT Visits and instructional rounds at every level; instructional coaches planned this year for 2027-28.

Staff Development Budget

2025-26 actuals compared with 2024-25

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Category	2024-25	2025-26	Change
Curriculum PD / Consultants / Subs	$67,494.83	$130,188.67	+$62,693.84
PD Outside Hastings	$38,569.56	$22,971.42	−$15,598.14
Salaries on PD Days	$395,568.81	$499,390.40	+$103,821.59
Vouchers / Committees / TDE / CPI	$46,919.27	$38,247.58	−$8,671.69
Curriculum Writing	$25,392.74	$30,514.52	+$5,121.78
Software / Licenses*	$35,452.02	$12,812.36	−$22,639.66
General Supplies	$1,007.49	$3,534.74	+$2,527.25
Dues / Fees	$400.00	$400.00	$0.00
Total	$610,804.72	$738,059.69	+$127,254.97

**This amount does not include the use of rollover funds to pay for the new Professional Learning and Perform platforms for staff development.*

Discussion/Questions