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EDTL 7100  
Curriculum Design  
Statement of Purpose  
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JRinehart\_cmap on curriculum design

Each year employees within the Ohio Department of Rehabilitation and Corrections are required to complete 40 hours of in-service training. Starting this current fiscal year, the home institution was only required to provide 25 of the 40 hours. This meant that the employee was required to find ways to complete the other 15 hours. Looking at this, the education administration decided to provide its staff with 8 hours of professional development.

Looking at the staff, it was noted that the average teacher had at least 10 years of experience. We decided that our main focus for the professional day would be motivation. We decided on a theme for the day. It is Passion + Persistence = Performance. We see that many teachers continue to use lesson plans that were developed many years ago. We want to energize the teachers to provide lessons that meet the needs of their current students. We also wanted to address informal groups found within education staff. These groups have a powerful influence on the effectiveness of the organization. Sometimes this influence is negative, but the group can make the organization more effective, too. (Employee Motivation)

A survey was sent to all staff members. We wanted to make sure that the needs of the staff would be met by the in-service day being offered. Maslow's Hierarchy of Needs (Human Relations Contributors, p.1) shows the needs of individuals and gave us a focal point in addressing this need. It is

believed that if the needs of the education staff is met that this will be reflected within the classroom. Satisfying the staff needs will also produce satisfaction of the student needs. Students will then increase their performance within the classroom. With this increased performance in the classroom, we provide the students an opportunity to be successful upon their release from the prison system. Motivation is involved in the performance of all learned responses; that is, a learned behavior will not occur unless it is energized (Huitt, 2001). Motivation within the classroom will lead to motivation outside the classroom and even back to the communities where our students live. There are a variety of specific actions that teachers can take to increase motivation on classroom task (Huitt, 2001).

There were many areas of interest provided by the staff from the surveys received. These areas included working with difficult students, students with disabilities and motivation. Staff suggested outside speakers that they have heard which they thought would benefit other staff members. Another area of interest was team building. Staff wanted time to collaborate with other staff members to get new ideas for subject delivery and discuss methods of teaching. The administration believed that this would be beneficial in meeting the needs of the staff. The administration also believed that this would be a good time to discuss new licensure requirements and Individual Professional Development Plan changes that have been made by the State.

The goal of this professional day is to provide the education staff with specific methods and practices to increase the productivity within the classroom. The staff will be able to work together to share ideas and find new ways to cover subject matter in the classroom. This training will provide

staff with alternative methods in meeting the needs of difficult students and students with disabilities. The day will also provide staff members a better understanding of new licensure and IPDP changes.

#### References:

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