

District Professional Development Plan 2013-2014

Mission

Stimulate and encourage professional growth of new and experienced teachers and support staff of Camdenon R-III District.

Goals

- I. (Strategic Plan Goal Area: High Quality Teachers; Objective: Provide professional development to enhance classroom instruction). We will offer collegial support and practical assistance to beginning teachers to help polish their skills and improve their chances for success and encourage them to stay in the teaching profession. Mentor teachers are teachers working with beginning teachers (new to the profession). Buddy teachers are assigned to individuals new to our district or to a building but having experience in the field of education.

Strategies

- Have a mentor, a teacher who has completed the mentor application process and been selected by the building Principal, assigned to each new staff member and provide an orientation before school starts and midway during the year to help the beginning teacher accomplish the goals identified in the Professional Development Plan and acquire needed professional skills during the first two years. In addition, beginning teachers will have monthly meetings to enhance their knowledge of effective instructional practice.
- Ensure that each beginning teacher has an annual "Professional Development Plan" which meets certification requirements that include goals that deal with areas such as discipline, understanding of district policies, and use of curriculum guides, equipment, and materials.
- Assist teachers with certificate up-grades.
- Provide district approved in-service on "Mentoring" to assist the mentor teachers.
- Up-date Mentoring Handbook and maintain it on the school website.
- Offer in-services pertaining to completion of Professional Development Plan.
- Collect data from new teachers and their mentors (e.g. perceptual surveys and other data relevant to the growth of the new teacher).

- Continue an extra day in the New Teacher Orientation for professional development activities.
- Conduct New Teacher Academy on a monthly basis for beginning teachers in the district. Offer unstructured time for mentors and new teachers to collaborate and have conversation.
- Continue in designing curriculum for the second year of mentoring required of all beginning teachers in the school district.

II. (Strategic Plan Goal Area: High Quality Teachers; Objective: Provide professional development to enhance classroom instruction. Objective: Enhance incentives for teachers). We will expand professional development activities to enhance the effectiveness of the staff as they work to meet the objectives of the District School Improvement Plan.

Strategies

- Conduct a needs assessment of all faculty members annually to aid in the development of in-services applicable to our district to meet the goal of increasing student achievements and success.
- Have staff members evaluate all in-service workshops that our district offers to assess the strengths and weaknesses and use this information to improve future in-service days.
- Provide district sponsored Professional Development day(s) during the school year.
- Provide for district-wide collaboration time on early release days.
- Provide district sponsored in-service and grant district salary schedule credit for participation.
- Train Professional Development Committee members as needed to ensure implementation of state mandates.

- Provide registration, travel, and substitute teacher pay to permit teachers to participate in planned professional development activities during the regular school day.
- Continue to offer graduate level course offerings on our campus through various colleges and universities.
- Plan and offer high-quality professional development activities to staff that meet the objectives of the School Improvement Plan.
- Offer incentives that support peer observation opportunities.

III. (Strategic Plan Goal Area: Parent and Community Development; Objective: Improve parent communication at the building level). We will maintain positive parent involvement.

Strategies

- Work with the administration to plan and coordinate the Parent/Teacher Conference Day(s) for the school year and send evaluation forms out afterward. The results will be used to improve future Parent/Teacher Conference Days.
- Provide materials for teachers on conferencing skills and improved parent involvement.
- Provide building level support for parent involvement activities.

IV. (Strategic Plan Goal Area: High Quality Teachers; Objective: Provide Professional Development to enhance classroom instruction). We will continue building level Professional Development Committees to meet the objectives of the building level School Improvement Plans.

Strategies

- Work with building level administrators to review guidelines on how many members each building committee should have and how they will be selected.
- Retain a district level Professional Development Committee to assist the building leadership teams and maintain oversight responsibility for professional development. The district PDC member shall serve as their building PDC representative.
- Maintain building level staff development goals and guidelines.

Strategies

- Bulletin posted on district website.
- Include information for teachers of district policy as needed.
- Include information on building level professional development activities.

VII. (Strategic Plan Goal Area: Student Performance, Objective- Educators will improve student learning through the implementation of research based strategies and school reform initiatives; Strategic Plan Goal Area: High Quality Teachers; Objective: Enhance incentives for teachers) We will provide stipends for teacher participation in curriculum and assessment development and related work during the summer, weekends, and evening hours as approved by the school administration.

Strategies

- Develop and revise curriculum as determined by the school administration to include:
 - Revise curriculum to meet Missouri Performance Standards and MSIP 5.
 - Revise curriculum to incorporate Grade Level expectations as they are finalized as well as the Missouri Learning Standards.
 - Create common assessments based on the Grade Level Expectations and Missouri Learning Standard.
- Implementation of school improvement and professional development through the AdvancED/North Central and MSIP processes.
- Continue to provide professional development for the purpose of aligning assessment activities with state assessment standards and creating appropriate assessment/scoring strategies.
- Maintain a focus on providing professional development for mathematical instructional strategies and literacy education, which includes but is not limited to: Spelling Connections, Journeys, 6 Traits Writing, and guided reading strategies.

- VIII. (Strategic Plan Goal Area: Student Performance; Objectives: Educators will improve student learning through the implementation of research based strategies and school reform initiatives). We recommend that the Assessment Committee, the Technology Committee, and Vertical Teams continue to function.

Strategies

- Each committee/team will continue to make recommendations for changes on an annual basis.
- The Technology Committee will continue to develop and implement the District Technology Plan.
- Continue to provide district approved in-service related to technology and assessment.

- IX. (Strategic Plan Goal Area: Student Performance; Objective: Educators will improve student learning through the implementation of research based strategies and school reform initiatives). We will continue to re-evaluate our curriculum and instructional program to meet the requirements of the MSIP 5 and the Missouri Learning Standards implementation in the state of Missouri.

Strategies

- Involve building principals and maintain content specific curriculum development committees to assist in the implementation of the Grade Level Expectations and the Missouri Learning Standards in each curriculum area at each level and assessment system.
- Resume the continued inclusion of representatives of the community, school board, parents, and teachers and administrators from each level on the various curriculum development committees.

- X. We will continue to prepare for future MSIP reviews.

- XI. We will maintain and make available a current Professional Development Manual.

- XII. We will evaluate the District Professional Development Program annually.

Strategies

- We will collect data through the use of surveys from teachers and administrators.
- We will report annually to the Board.

XIII. (Strategic Plan Goal Area: Student Performance, Objective- Educators will improve student learning through the implementation of research based strategies and school reform initiatives; Strategic Plan Goal Area: High Quality Teachers; Objective: Provide professional development to enhance classroom instruction; Objective: Enhance incentives for teachers). We will develop an internal system for professional development that rewards local experts or content teams with stipends to lead training at the site level. In addition, all faculties will be involved in peer observation and reflection on high yield instructional strategies.

- The format for action research will be utilized by collaborative teams to target high yield strategies and monitor growth in student performance.
- Stipends will be provided for teams to lead professional development as well as engage in peer observation and reflection.
- Coverage will be provided for teachers to engage in the peer observation process.

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