

ORANGE-WINDSOR SUPERVISORY UNION

Royalton School District

Professional Development

The Board understands and supports the important connection between educator professional development and improved student achievement. The school's professional development system will enable teachers, para-professionals, administrators and board members to broaden their knowledge and skills in order to contribute effectively to the achievement of the goals and strategies articulated by the school action plan.

School priorities for professional development will be directly linked to student performance goals identified in the annual action plan. Professional development that

increases educators' knowledge of content, pedagogy, and creating effective learning environments will ultimately contribute to enhanced student performance.

Principals to Guide Professional Development

The school will develop a professional development system that is characterized as

follows:

- its primary focus is on improved student learning and achievement.
- it is based on current, documented research findings
- it provides structure and substance that allow continuity
- it focuses on content and curricular needs as well as teaching methodology
- it includes the needs of all who contribute to the education system
- it is developed and directed by professional educators

The Administration will develop a process to analyze student performance data, best practices research, state and local standards compliance and the action plan priorities all of which provide input to the creation of annual and multi-year professional development programs.

A professional development committee composed of teachers and administrators will recommend a professional development plan that will contribute to the accomplishment of the district's priorities.

After consultation with the professional development and action planning committees, the superintendent will recommend to the school board a needs-based professional development plan and yearly calendar. The superintendent will make recommendations to ensure adequate financial resources and time for educators to participate in appropriate professional development experiences.

The superintendent in collaboration with principal will:

- coordinate professional development activities with supervisory union district goals as well as with local and regional standards boards to ensure that each professional educator's Individual Professional Development Plan (IPDP) is, to the fullest extent practicable, aligned with the school's action plan and professional development needs;
- provide adequate opportunities to prepare educators to utilize assessment data for the purpose of increasing student achievement and to improve the overall effectiveness of the curriculum;
- for new teachers, ensure that appropriate training in standards-based instruction be provided, implement a system of mentoring for professional staff during the first two years of employment and ensure, to the fullest extent practicable, the new teacher works with the local and regional standards boards to establishes an IPDP for the licensure period.

The principal, working in collaboration with the superintendent, will at Least annually, by June 1st, report to the school board the effectiveness of staff professional development and the relationship to the student achievement goals identified within the annual action plan.

The school board will negotiate employment contracts that place high priority on provisions that will support the district's professional development system.

The district's professional development will be in effect by September 1, 2002.

Date Reviewed: 11-2-99, 11-16-99, 12-21-99

Date Warned: 1-25-01

Date Adopted: 2-6-01

Legal Reference(s): I VSA, s. 312 (Open Meeting Law)

16 VSA, a. 165 (Public School Quality Standards)

21 VSA, s. 1721 et seq (Labor Relations)

Vermont State Board of Education Rules s.s. 2120.4, 2120.5

Cross Reference: Board Member Education

Board Goal-Setting and Self-Evaluation

Educator Supervision & Evaluation

Fiscal Management

Local Action Plan