

STATEMENT OF PHILOSOPHY

The Professional Development Plan exists to stimulate and encourage the professional growth of all certified personnel employed by the Brunswick R-II School District. For individuals, professional growth is viewed as a continuous process of refining skills and being aware of new developments, techniques and information in the field of education, which help broaden and clarify the perspective with which the individual's job responsibilities are approached. The plan defines a professional development program that is well organized, systematic, and has a fundamental purpose of professional growth as it applies to an educational environment which students will receive a meaningful education. It is a cooperative effort involving teachers and administrators and draws upon the resources of higher education and the community.

DEFINING PROFESSIONAL GROWTH

Professional growth will be defined as:

1. Expanding one's academic knowledge and experiences to help students grow.
2. Setting personal/professional goals and establishing means to achieve these goals.
3. Growth of individuals within each group resulting in interdependence among the team.
4. Continuing the process of learning throughout one's career.
5. Growing personally; thereby enhancing the learning of others.
6. Growth of staff unity and of each individual within that group.

PROFESSIONAL DEVELOPMENT COMMITTEE

- The committee shall have no more than six members, with membership on the committee spread across disciplines and attendance centers.
- Committee members shall be certified staff members with at least three years of teaching experience and at least two years in the Brunswick R-II School District.
- Committee members will be selected for three year terms. Terms will be staggered so that approximately one-third of the committee will be new each year.
- New members shall be selected no later than April 30th annually.
- Committee members shall be selected by the classroom teachers, librarians, and counselors of the district.
- Administrators may be selected to serve as advisors on the committee, but may not participate in the selection process.
- Committee members will select the committee chairman.
- The Professional Development Committee shall meet monthly.

PROFESSIONAL DEVELOPMENT COMMITTEE RESPONSIBILITIES

Responsibilities will include:

1. Providing in-service opportunities based on faculty needs assessments and priorities related to student data.
2. Identifying instructional goals and concerns of beginning and experienced teachers, and serve as confidential consultants to individual teachers when requested.
3. Guiding and coordinating professional development activities within the district.
4. Presenting the administration with faculty suggestions, ideas, and recommendations for professional development activities.

5. .Providing input into the district's professional development programs by planning, implementing, and evaluating specific professional development activities.
6. Working with ALL teachers in identifying instructional concerns and remedies.
7. Assisting first and second year teachers with the implementation of the professional development plan.
8. Arranging training programs for mentors.
9. Addressing items identified in the CSIP that are designated as responsibilities of the PDC.

SCHOOL BOARD COMMITMENT

The Brunswick R-II Board of Education values professional development for its faculty and is committed to providing systematic professional development for beginning and practicing teachers. The Board will support the professional development committee and will provide a professional development plan for beginning teachers. The Board will commit to:

- ✓ Adequate time and planned in-service programs and workshops being offered within the school district.
- ✓ Time being provided for attendance at conferences, workshops and educational meetings.
- ✓ Advancement on the salary schedule for additional education or training in accordance with Board Policy.
- ✓ Funds being included in the district's yearly calendar and budget to support the programs.

NEEDS ASSESSMENT FOR ALL TEACHERS

The Brunswick R-II School District's professional development committee shall assess the in-service needs of practicing teachers annually. The committee shall develop the assessment instrument. Once identified, faculty concerns and needs shall be categorized by area such as building, grade level, or subject. The professional development committee shall set priorities and then prepare a plan for addressing identified needs and improving classroom instruction in the district. The professional development committee shall regularly evaluate the success of the district's in-service programs.

COMMUNICATIONS

The Professional Development Committee will serve as communicators between the administration and faculty on matters of professional concern. The Professional Development Committee will have on-going communication with the administration concerning PDC activities, in-service programs, and budget allocations.

EDUCATIONAL ADVERTISING

The Brunswick R-II Professional Development Committee shall promote and advertise professional growth opportunities on a district wide basis. The professional development committee will:

1. Maintain a professional development bulletin board so PD opportunities can be posted
2. Offer participation in the local CTA organization to keep staff abreast of PD information.
3. Handle reminder memos and announcements concerning professional growth opportunities.

EVALUATION

All PDC activities will be evaluated for effectiveness. The evaluation process will be done after each in-service. The evaluation asks the teacher if they think this activity will improve student achievement. The Brunswick R-II Professional Development Plan shall be evaluated annually by all teachers and administrators and shall be submitted to the building principals at the end of the year.

PDC GOALS & OBJECTIVES FOR SCHOOL IMPROVEMENT

GOAL# 1:

To assist teachers in improving student performance in all academic areas.

OBJECTIVE:

The Professional Development Committee will identify professional development opportunities that support teachers as they provide for student success.

ACTIVITIES:

Staff members will be offered on-going opportunities to attend training relevant to student and teacher needs. In-services will be provided based on the faculty needs assessment and priorities related to student data.

GOAL# 2:

To assist staff in providing a safe and drug-free environment

OBJECTIVE:

Staff members are offered workshops and/or written information to help maintain a safe and drug-free learning environment

ACTIVITIES;

Staff members are trained in coping with internal and external crisis, safety equipment procedures, special education needs, job stress, burnout, drug awareness, multi-cultural and gender-bias issues for students, staff and faculty.

GOAL# 3

To encourage staff members to maintain membership and participate in in-district organizations and out-of-district organizations.

OBJECTIVE:

Staff members will participate in organizations that promote interest in professional growth.

ACTIVITIES:

Staff members may be a member of and attend organizational meeting held within or outside of the district.

GOAL# 4

To provide assistance to teachers new to the district and to provide a two year mentor for beginning teachers.

OBJECTIVE:

The Professional Development Committee will oversee and assist in a mentoring program and provide assistance to teachers that are new to the district.

ACTIVITIES:

Provide mentees with information from state, assist in the development of the mentoring program, address routine procedures, discipline and communication with parents, serve as a confidential consultant upon a teacher's request, and inform teachers of the various workshops/conferences that are available to them.