

PROFESSIONAL DEVELOPMENT

The Board of Education believes that in order to prepare students to lead productive lives in the 21st century, teachers and administrators and support staff must be continuous learners, improve their skills, and utilize the most effective instructional strategies and teaching methods with attentiveness to the needs of diverse populations including minorities, disabilities, limited English proficiency, socio-economic status and unique learning needs. The Board is committed to providing ongoing professional development to ensure that a teacher:

1. Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.
2. Demonstrates competence in content knowledge appropriate to the teaching position.
3. Demonstrates competence in planning and preparing for instruction.
4. Uses strategies to deliver instruction that meet the multiple learning needs of students.
5. Uses a variety of methods to monitor student learning.
6. Demonstrates competence in classroom management.
7. Engages in professional growth.
8. Fulfills professional responsibilities established by the school district.

The Board is committed to providing ongoing professional development to ensure that a principal:

1. Is an educational leader who promotes the success of all students facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. (Shared Vision)
2. Is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development. (Culture of Learning)
3. Is an educational leader who promotes the success of all students by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment. (Management)
4. Is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources. (Family and Community)

5. Is an educational leader who promotes the success of all students by acting with integrity, fairness and in an ethical manner. (Ethics)
6. Is an educational leader who promotes the success of all students by understanding the profile of the community and, responding to, and influencing the larger political, social, economic, legal and cultural context. (Societal Context)

The Board is committed to providing ongoing professional development to ensure that a clerk typist:

1. Demonstrates ability to support implementation of district and building goals.
2. Demonstrates competence in technology.
3. Demonstrates competence in office management and supervision.
4. Engages in professional growth.
5. Fulfills professional responsibilities established by the school district.

The Board is committed to providing ongoing professional development to ensure that a secretary:

1. Demonstrates ability to support implementation of district and building goals.
2. Demonstrates competence in technology.
3. Demonstrates competence in office management and supervision.
4. Engages in professional growth.
5. Fulfills professional responsibilities established by the school district.

The Board is committed to providing ongoing professional development to ensure that a paraeducator:

1. Demonstrates ability to support implementation of the school district's student achievement goals.
2. Demonstrates competence in technology.
3. Demonstrates competence in student management and supervision.
4. Engages in professional growth.
5. Fulfills professional responsibilities established by the school district.

The Board believes that professional development should support building school improvement objectives and the Comprehensive School Improvement Plan (CSIP). The Superintendent, or designee shall develop a comprehensive long-range professional development plan that is coordinated with the district's school improvement initiatives. The comprehensive professional development plan shall contain the following components:

- Mission of the District
- Educational philosophy of the District
- Long-range goals of the District
- Annual professional development goals
- Action plans for achieving annual goals, including clear steps for implementation and specification of roles and responsibilities in implementing steps
- Strategies and resources for implementing the plan
- Annual progress reports concerning the status of action plans, professional development activities, and goal attainment

The Superintendent shall ensure that the district meets its commitment to the professional growth of individual probationary and non-probationary teachers, including the induction and retention of beginning teachers. (*Iowa Teacher Quality Legislation*)

ADOPTED: 8/17/98
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