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EXPLANATION: PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

MSBA has revised this policy to include professional development opportunities recognized by state statute for teachers to maintain their certificates. The district may also recognize the same professional development or require additional activities in accordance with the district's professional development plan. Usually the state recognizes completion of college credit or contact hours in the area of expertise. State statute also specifically addresses the following:

Section 168.024, RSMo. – This statute allows a teacher to count hours in a "local business externship" as hours of professional development the state will recognize. However, the externship must be supervised by the district, occur in the local community and involve issues related to subjects the teacher teaches.

Section 167.950, RSMo. – State statute requires districts to annually offer teachers two hours of dyslexia training. State statute allows the teacher to count up to two hours of that training for professional development.

Editor's Note: The language in orange highlight on page three is custom district language found in district policy IF during final reviews of the district's old manuals. Since this language related to professional development, MSBA moved it to the appropriate policy and incorporated it into this update so that the district would not have to review the document twice.

MSBA recommends that copies of this document be routed to the following areas because the content is of particular importance to them. The titles on this list may not match those used by the district. Please forward copies to the district equivalent of the title indicated.

	Board Secretary		Business Office		Coaches/Sponsors
	Facility Maintenance		Food Service		Gifted
X	Human Resources	X	Principals		Library/Media Center
	Health Services		Counselor		Special Education
	Transportation		Public Info/Communications		Technology

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PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

The Board of Education of the St. Joseph School District recognizes the relationship between high-quality professional development and student achievement and therefore commits to a high-quality professional staff development program. The program will be aligned with the current Comprehensive School Improvement Plan (CSIP) and based on available student achievement data and the results of needs assessment at the school and district level.

In support of this commitment the Board will:

1. Establish a Professional Development Committee (PDC) that will create and implement a Professional Development Plan (PDP) based on the district's CSIP. The PDP must be approved by the Board prior to implementation.
2. Allocate adequate funding for high-quality professional development activities as defined by law.
3. Provide leave and dismissal time for approved professional growth activities and reimbursement for expenses related to conferences and visitations.
4. Provide opportunities for increased compensation or advancement on the salary schedule with additional education or training in accordance with Board policies and procedures.
5. Provide opportunities for collective participation by staff members in the same school community, subject area, grade level or department.

During the designated year for implementation of a new or revised curriculum, greater priority will be given to this area when considering staff development and professional development activities and expenditures.

Professional Development for Teachers

The professional development program for teachers will:

1. Be sustained over time.
2. Focus on specific content areas or instructional practices.
3. Support the collective learning of teachers.
4. Align with district, school and teacher goals.

5. Be infused with active learning and provide teachers the opportunity to practice and apply new knowledge.

Professional development for teachers will include a beginning teacher assistance program and a mentoring program that meets or exceeds the standards established by the Department of Elementary and Secondary Education (DESE).

Professional Development for Administrators

Professional development activities will be provided for superintendents, principals and other district personnel charged with administrative functions. As with professional development for teachers, professional development for administrators will be available on an individual basis and as part of a collective group.

Professional development for administrators will align with ~~Interstate School Leaders Licensure Consortium (ISLLC)~~ **the Missouri Leader** standards and focus on support of classroom instruction.

Administrators will participate in the Mentoring Program for Administrators (MPA) supported by the Missouri Partnership for Mentoring School Leaders.

Program Evaluation

The PDC will conduct an annual evaluation of the professional development program to determine whether professional development is aligned with the district's CSIP and identified instructional ~~strategies~~ **priorities**. To the extent possible, the evaluation will determine the effect of the professional development program on student achievement as measured by assessments of student mastery of grade-level expectations.

Professional Development for Certification

Many certificated employees are required by state law to continue their professional development to maintain their certificates. The state-required professional development may include completion of additional college credit hours, district-provided or district-recognized professional development, and other training acceptable to DESE. In addition, the following activities will qualify for professional development hours for the purposes of maintaining a certificate in accordance with law:

1. **The district may supervise a teacher in a local business externship for professional development hours. The externship must provide the teacher practical experience at a business in the local community in which the teacher is employed through observation and interaction with employers and employees who are working on issues related to subjects taught by the teacher (§ 168.024, RSMo.).**

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2. District-offered training on dyslexia and related disorders will count for up to two hours of professional development (§ 167.950, RSMo.).

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted:

Revised:

Cross Refs: ADF, District Wellness Program
IGAB, Instructional Interventions

MSIP Refs: ~~6.1.2, 6.2.2, 6.4.3, 6.7~~ TL-2

Legal Refs: §§ 160.530, 163.021.4, 167.950, 168.021, .023, .024, 400, RSMo.
5 C.S.R. 20-400.380

St. Joseph School District, St. Joseph, Missouri