

PROFESSIONAL DEVELOPMENT

The Board of Education strongly supports the professional development of staff members. A comprehensive long-range plan has been developed which reflects the District Educational Philosophy and satisfies the provisions of the Iowa Administrative Code. This plan has been developed to address the professional development goals for a three-year period, at which time professional development needs will be re-evaluated. The three-year plan will be reviewed and updated annually. The plan shall provide for the professional development needs of administrative staff, certified staff, non-certified staff, and shall contain the following components:

- Mission of the District
- Educational Philosophy of the District
- Long-range goals of the District
- Annual professional development goals that are:
 - realistic and meaningful
 - focused on District goals, improvement of student achievement, and the improvement of curriculum delivery
 - aligned with the written, taught, and tested curriculum.

The goals shall be developed from data gathered from staff needs-assessments and from student and program assessment data.

- Action plans (written in measurable terms) for achieving the annual goals, which include clear steps for implementation and the specification of roles and responsibilities for implementing the steps.
- Strategies and resources for implementing the plan, which are to be focused on supporting staff growth and productivity, as measured by student achievement.
- Annual progress reports concerning the status of action plans, professional development activities, and goal attainment. These reports shall also include data regarding the effectiveness of staff development activities and outcomes, as measured by progress toward goals, level of implementation, and improved student achievement.
- Required alignment of all professional development, including building professional development and individual career development plans, with the comprehensive staff development plan, as well as the District's Comprehensive School Improvement Plan and the Iowa Professional Development Model.

It is the expectation of the Board that all District and building-based professional development aligns with and supports the mission of the District, focuses on equipping teachers with the skills and knowledge needed to effectively deliver the curriculum across the District, and effectively evaluates and responds to the needs of students.

Legal Ref.: Iowa Code § 279.8; Ch.294 (2011).
281 I.A.C. 12.7.

Adopted: 2/27/95
8/17/98
5/13/02
10/9/06

Reviewed: 1/95, 8/98, 4/11/02, 9/14/06, 10/6/11, 1/4/18