

**PROGRAM EVALUATION**  
**HOLDEN R-III SCHOOL BOARD REPORT**  
**Professional Development**  
**October 12, 2020**

**GOAL**

To provide the professional and support staff personnel a continuous process of refining skills and keeping current with new developments in the field of education.

***EVALUATION***

The Board will evaluate the district's professional development program annually to determine if sufficient resources are allocated and appropriate professional development activities are provided for all school district employees.

***EVALUATION CRITERIA***

1. Does the staff-elected Professional Development committee coordinate and direct the professional development activities for the school district?

*We have a Professional Development Committee (PDC) with elected representatives from each school serving on the committee. The committee, in conjunction with the administration team, approves requests for the use of professional development (PD) funds. In-district PD is planned and coordinated by the Professional Learning Community (PLC) Leadership Team in each building.*

2. Is there a written Professional Development Plan which has been approved by the Board?

*There is a written Professional Development Plan, and it is on the agenda to be approved at the October board meeting.*

3. Has the Professional Development Committee been allocated one percent (1%) of the basic formula apportionment and has it spent at least seventy-five percent (75%) of this allocation in appropriate ways?

*The PD budget is \$50,221.00 which is more than the 1% of the required allocation and the district has utilized at least 75% of the allocation for PD aligned to district goals and objectives.*

4. Does the district commit additional funds above the one percent (1%) requirement for professional development?

*Yes.*

5. Does the Professional Development Committee conduct a staff evaluation of the program and a needs assessment as required?

*Staff evaluations are conducted after district in-service and the information is utilized to provide additional support teachers request or require as well as to plan for future in-service opportunities.*

6. Is time provided for the staff to participate in professional development activities?

*Time during the school day is provided for PLC teams to meet. There are eight teacher in-service days scheduled in the district calendar.*

7. Does the district provide opportunity for teachers to earn college credit for professional development or other methods for advancement on the salary schedule?

*When teachers attend professional development activities, such as workshops and conferences, they are often presented with the opportunity to do additional work to earn college credit. This may lead to advancement on the salary schedule.*

8. Are study groups a part of the professional development program?

*PLC teams are study groups and we have formed additional study groups for a variety of book studies. Staff members who are new to the district participate in a book study of Learning By Doing by Rick DuFour, Rebecca DuFour, Robert Eaker, and Thomas Many as well as A Repair Kit for Grading by Ken O'Connor.*

9. Do professional development programs in the district incorporate interactive television, Power Point, etc.?

*A variety of technology resources are utilized in presenting professional development to staff members. This year there has been an intense focus on professional development to provide teachers with new strategies to incorporate technology into daily in-person instruction and to provide virtual instruction to distance learners. Some professional development opportunities are completed online.*

10. Is a teacher induction program conducted for newly hired teachers in the District?

*A three-day summer institute for new staff members was conducted on August 4 through August 6. New staff members received training in the areas of PLCs, technology, and virtual learning instructional strategies. Teachers in their first two years of teaching participate in the district mentoring program, and teachers with experience are assigned partner teachers. There are requirements outlined in the mentoring program in which teachers and the mentors complete throughout the school year.*

11. Does the district analyze successful mentoring programs from other districts in order to enhance the local program?

*The district has utilized a variety of resources to help develop our mentoring program and revisions are made as needed.*

12. Are community resources utilized in assisting with assimilating new staff members into the community?

*Community resources are utilized as appropriate for new staff members.*