



ROCHESTER
COMMUNITY SCHOOLS

PRIDE IN EXCELLENCE

PROFESSIONAL DEVELOPMENT

A focused and sustained investment in people provides the foundation for continued excellence, growth and innovation in Rochester Community Schools. The district believes this investment is most impactful and inspiring when it includes all employee groups.

District departments and schools will collaborate to ensure coherent professional learning experiences. RCS will continue to utilize a variety of assessment methods to identify the needs of individual employees, schools and the district. Employees, inclusive of our leadership, will be provided the opportunity to engage in regular professional learning that is focused on their personal development and collective growth.

Professional learning will go beyond single sessions to include job-embedded coaching and ongoing assistance. RCS will provide the time and support needed to implement, adjust and evolve new strategies and initiatives. Coaching is non-evaluative and provides timely feedback and personalized assistance tailored to the individual. For those new to their positions, RCS will provide in-depth onboarding coupled with sustained mentorship. Employees will have the opportunity to collaborate with peers across the district through programs and services such as professional learning networks, teacher labs and model worksites to provide immersive and impactful development. These continued support strategies ensure that effective practices are implemented districtwide.

Rochester Community Schools investment in professional learning enables its staff members to develop the practices that prepare RCS students for high levels of success in life — leading to unprecedented levels of pride in our profession and community.