STAFF DEVELOPMENT

The Board of Education believes that high-quality professional learning is essential to improving instructional practice, supporting student achievement, and advancing the goals of the District's Core Strategic Plan, Graduation PLUS+. The District shall provide professional learning opportunities that support continuous improvement, innovation, compliance with state requirements, and the professional growth of all employees.

The Superintendent of Schools shall be responsible for implementing and administering professional learning and staff development programs for the District's employees.

Administrators
All administrators in the District shall receive appropriate professional learning and continuing education in accordance with law, regulation, and applicable collective bargaining agreements. Professional learning opportunities for administrators shall support instructional leadership, school improvement, culturally responsive practices, restorative approaches, safety initiatives, and effective organizational management.

The Superintendent shall be responsible for providing or coordinating such professional learning opportunities.

Teachers
All teachers shall be provided substantial professional learning opportunities directly related to student learning, instructional effectiveness, and District priorities, in accordance with applicable collective bargaining agreements and the District's Professional Development Plan (PDP). Level III teaching assistants and long-term substitute teachers employed for more than 40 days in a school year shall also have the opportunity to participate in the District's professional learning program.

Professional learning opportunities may include, but are not limited to:
- instructional coaching and mentoring;
- professional learning communities (PLCs);
- curriculum and assessment development;
- culturally responsive and sustaining education;
- restorative practices and social-emotional learning;
- performance-based learning and assessment;
- Multi-Tiered Systems of Support (MTSS);
- instructional technology and digital learning;
- English Language Learner supports;
- career readiness and workforce pathway initiatives; and
- other professional learning aligned with District goals and student needs.

The District's Professional Development Plan shall include:
- a needs assessment, goals, objectives, strategies, activities, and evaluation measures for professional learning in the District;
- a description of how professional learning activities align with New York State learning standards, District priorities, educator capacities, and student learning needs;

- a description of how professional learning opportunities will support diverse student populations, including multilingual learners and students with disabilities;
- opportunities for teachers and Level III teaching assistants to maintain certification requirements in accordance with Commissioner's Regulations;
- mentoring and induction supports for new teachers and staff;
- professional learning related to the needs of English Language Learners, unless otherwise exempted by the Commissioner of Education; and
- processes for evaluating the effectiveness and impact of professional learning activities on instructional practice and student outcomes.

Professional learning opportunities may be delivered through in-person, virtual, hybrid, asynchronous, regional, or collaborative models, including partnerships with the Brentwood Teachers' Center, institutions of higher education, BOCES, professional organizations, and other approved providers.

Professional Development Team

The Board shall establish a Professional Development Team to annually review and revise the District's Professional Development Plan.

The Team shall include appropriate stakeholder representation, which may include teachers, administrators, teaching assistants, and other staff members, consistent with applicable law and collective bargaining agreements.

The Superintendent or designee shall serve as chairperson of the Team and shall ensure coordination among District departments, the Brentwood Teachers' Center, and other professional learning partners.

The Professional Development Team shall:

- review student performance data, District priorities, staff feedback, and professional learning needs;
- recommend revisions to the Professional Development Plan;
- support alignment with the Graduation PLUS+ Core Strategic Plan and other District initiatives; and
- assist in evaluating the effectiveness of professional learning activities.

The Professional Development Team shall submit any recommended revisions to the Professional Development Plan to the Board of Education by April 1. The Board shall consider the recommendations at its next regular meeting thereafter and may accept, reject, or modify the recommendations in whole or in part.

Any additional revisions to the Professional Development Plan shall be submitted to the Board by June 1, with Board action occurring no later than June 30.

STAFF DEVELOPMENT

Other Professional Staff and Support
Staff holders of professional certificates in educational leadership service shall complete required continuing teacher and leader education (CTLE) hours in accordance with law and regulation.

The District shall provide professional learning opportunities for other professional staff and support staff within the financial constraints of the District budget and in accordance with applicable collective bargaining agreements.

Professional learning for non-instructional staff may include safety procedures, student support practices, technology systems, operational protocols, compliance training, and other work-related development opportunities.

Other Professional Learning Opportunities
The Board recognizes that valuable professional learning opportunities may also be provided through non-District sources, including conferences, workshops, study councils, in-service courses, online learning, school visitations, professional organizations, and higher education institutions.

Within budgetary constraints, District employees may attend approved professional learning activities relevant to their assignments and District priorities.

Released time, reimbursement, or financial support for such activities may be provided upon approval of the Superintendent or designee and in accordance with applicable collective bargaining agreements and District procedures.

Staff members participating in externally supported professional learning activities may be required to share information, resources, or training outcomes with colleagues and administrators.

Cross-ref:
9420, Staff Evaluation 9701, Brentwood Teachers' Center
District Professional Development Plan

Ref:
Education Law §§ 3006-a; 3012-d; 3604(8)
8 NYCRR §§ 80-6.3; 100.2(dd)

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