

The Cherokee County Board of Education's Instructional Program Accountability Policy demands rigorous standards of performance for all students based on curriculum aligned with the student curriculum standards and appropriate assessments. This expectation requires a dynamic, ongoing and sustained, comprehensive process for professional development. This process systemically supports the School District's Major System Priorities with a focus on individual and organizational growth. Accordingly, professional development standards, practices, and requirements of high quality professional development support the improvement of the performance of students, staff, and the organization through results driven professional development, which is standards-based, job embedded, and collaborative.

I. PROFESSIONAL DEVELOPMENT STANDARDS

Professional development that increases educator effectiveness and results for all students:

- a. Occurs within learning communities committed to continuous improvement, collective responsibility and goal alignment.
- b. Requires skillful leaders who develop capacity, advocate and create support systems for professional development.
- c. Uses a variety of sources and types of student, educator, and system data to plan, assess and evaluate professional development.
- d. Integrates theories, research and models of human learning to achieve its intended outcomes.
- e. Requires prioritizing, monitoring and coordinating resources for educator learning.
- f. Applies research on change and sustains support for implementation of professional development for long-term change.
- g. Aligns its outcomes with educator performance and student curriculum standards.
- h. Provides educators with the knowledge and skills to collaborate.
- i. Prepares educators to understand and appreciate all students; create safe, orderly, and supportive learning environments; and holds high expectations for academic achievement.

II. PROFESSIONAL DEVELOPMENT PRACTICES

In all schools, effective professional development requires the following standards of organization and practice:

- a. Process for ongoing identification and analysis of adult learning needs, which is determined by:
 - the Educational Accountability and School Improvement Process
 - Teacher Keys Effectiveness System (TKES), the Leaders Keys Effectiveness System (LKES) and appropriate employee evaluation criteria
 - content knowledge, effective instructional strategies and assessment
- b. Organized system of adult learning which will ensure that:
 - teachers have the opportunity to receive school and district support for developing a comprehensive, individualized Professional Learning Plan (PLP) in accordance with state requirements and to engage in appropriate professional development to encourage progress on the PLP.
 - teachers have the opportunity to receive school and district support for developing comprehensive, individualized Professional Learning Goals (PLG) in accordance with state requirements and to engage in appropriate professional development to support the goals.

III. PROFESSIONAL DEVELOPMENT REQUIREMENTS

- a. The School District will provide ongoing professional development that is aligned with Professional Standards Commission (PSC) rules and demonstrates the impact of professional learning on educator and student performance.
- b. As a component of the state-required comprehensive improvement plan, the Superintendent will supervise the development of a comprehensive multi-year professional development plan in accordance with state regulations.
- c. The Superintendent will assign staff the responsibility of facilitating the development, implementation, monitoring and evaluation of the school district's professional development plan. The plan for professional development will be based on multiple data sources including, but not limited to, student achievement and teacher/leader effectiveness measures. The plan and its implementation will be aligned to rigorous standards for professional development.
- d. The Principal will assign staff the responsibility of facilitating the development, implementation, monitoring and evaluation of the school's professional learning designed to be support and be an integral part of the School Improvement Plan. The plan for professional development will be based on multiple data sources including, but not limited to student achievement and teacher/leader effectiveness measures.

The plan and its implementation will be aligned to rigorous standards for professional development.

IV. COMPREHENSIVE IMPROVEMENT PLAN

The annual state-required comprehensive improvement plan with the professional development component included, and supporting budgets will be submitted annually by the district for approval by the Georgia Department of Education (GaDOE). Assurances will be signed by the Superintendent and included as a part of the annual state-required comprehensive improvement plan.

V. PROFESSIONAL DEVELOPMENT FUNDS

Funds for professional development may be expended as directed by State Board of Education Rule.

VI. STIPENDS

Stipends for completion of specified professional learning may be awarded and payment made only if the following conditions exist;

- a. The Superintendent has authorized the stipend program, and it is contained within the School Board-approved budget.
- b. There is evidence that the knowledge, skills, practices and dispositions gained from the professional development activity are aligned to an approved individual plan, or a school or district initiative and/or product, and/or specific goals; and
- c. There is evidence that the knowledge, skills, practices and dispositions developed in or facilitation of professional development have been implemented/demonstrated in the classroom/work setting; and
- d. Participation occurs beyond regular contract hours, days or school year.

VII. STIPEND ELIGIBILITY

State and federal funds will not be used to pay stipends to school board members or to school council members who are not employees of the district.

VIII. ASSURANCES

Assurances shall be signed by the Superintendent and included as a part of the annual state-required comprehensive improvement plan assuring that the requirements within this rule are addressed to support implementation of professional development.

REVISED: July 21, 2016

Cherokee County Board of Education