

BOURBON COUNTY HIGH SCHOOL

SCHOOL COUNCIL POLICY

DISTRICT: BOURBON COUNTY SCHOOLS

COUNCIL POLICY TYPE (Check One)
<input type="checkbox"/> By-Laws (Council Operations Policies)
<input checked="" type="checkbox"/> Function (School Operations Policies)

Policy Number
14 • 00

POLICY TOPIC DESCRIPTION: Professional Development

POLICY STATEMENT

COMMITMENTS

Bourbon County High School Council will align all professional development with state and national standards. The council will approve a school improvement plan each year that includes professional development meeting the Professional Development standards for Kentucky and the requirements for Highly Qualified Teachers and High Quality PD in No Child Left Behind.

We believe that the instructional decisions made by teaching professionals in classrooms each day are each teacher's top priority for professional development. Subject matter mastery for all teachers in our school will be our top priority for professional development.

Every effort will be made by our council to provide individual teachers with funding and support needed for opportunities to meet their goals for individual professional growth and highly qualified teacher status for NCLB.

STANDARDS AND REQUIREMENTS

Each year, the council will approve professional development and professional growth opportunities based on state and national standards and the following key elements required for high quality professional development by NCLB:

1. All PD activities are directly referenced to student learning
2. All PD activities are based on research-validated professional practices
3. All PD activities are part of a focused and ongoing long-term plan with time well-allocated
4. All PD activities match the content that is being instructed by teachers
5. All PD activities are with state standards, assessment and our curriculum
6. All PD activities will be fully evaluated each year for impact on classroom instruction

TEACHER RESPONSIBILITIES

Our teachers will identify and use individual professional development for:

1. Improving their knowledge in one or more of the subjects that they teach (HQ PD)
2. Increasing their skills in methods for improving behavior (HQ PD)
3. Increasing knowledge and skills necessary to address student's specific learning needs, including students with disabilities, FRL, ELL, TAG, 504, etc. (HQ PD)

Teacher requests for individual PD opportunities should include written information showing how the selected PD will help them achieve or maintain Highly Qualified Teacher status.

Teachers will evaluate the quality of their professional development experiences each year and be able to describe the impact on their daily instructional decisions in their individual growth plan.

Teachers will provide the council with feedback each year from surveys about additional steps that the council can take to support them as they make instructional decisions each day for our students.

PRINCIPAL RESPONSIBILITIES

The principal and/or designees will ensure that all teachers receive high quality PD opportunities using walk throughs, formal and informal feedback.

The principal will monitor and support individual growth plans and provide feedback to teachers through walk throughs, formal and informal.

The principal will present feedback information from teachers regarding the quality of their professional development experiences to the council each year and give a report impact on daily instructional decisions across the school each September.

The principal will present information from teachers each March about additional steps that the council can take to support them as they make instructional decisions for students.

EVALUATION

Our School Improvement Planning process includes a regular cycle of reviewing data. All professional development activities will be highly evaluated each year for impact on classroom instruction. By analyzing that data, we will be able to tell how well this policy is being implemented and having an impact, and therefore able to tell when changes are needed.

Date Adopted: 8 January 2009

Signature


Council Chairperson