

## **PROFESSIONAL DEVELOPMENT**

### **POLICY**

It is the policy of the South Burlington School District to support the important connection between educator professional development and improved student achievement and assure that all staff members acquire and maintain the knowledge and skills needed to contribute effectively to the achievement of the goals and strategies articulated by the District Continuous Improvement Plans (CIP) and the District Ends.

### **PRINCIPLES TO GUIDE PROFESSIONAL DEVELOPMENT**

The District shall provide and/or arrange for the provision of professional development programs, for teachers, administrators, and staff. Professional development programs sponsored by the District will be directly linked to student performance goals identified in the District CIP and state and federal mandates.

The Superintendent/designee will oversee a professional development system that is characterized by the following:

- its primary focus is on improved student learning and achievement
- it is based on current, documented research findings
- it provides structure and substance that allow continuity
- it focuses on content and curricular needs as well as teaching methodology
- it includes the needs of all who contribute to the education system
- When applicable, it is developed and directed by professional educators
- Ensures compliance with local, state, and federal training requirements

### **IMPLEMENTATION**

The Superintendent/designee will develop a process to analyze student performance data, staff evaluation, best-practices research, state and local standards compliance, and the district action plan priorities, all of which provide input to the creation of annual and multi-year professional development programs.

The District and school-based Continuous Improvement Plans Committee in concert with administrators will recommend a professional development plan that will contribute to the accomplishment of the district's ends. After consultation with the committees, the superintendent will recommend to the school board a needs-based professional development plan and yearly calendar. The superintendent will make recommendations to ensure adequate financial resources and time for educators to participate in appropriate professional development experiences.

The superintendent, in collaboration with principals and others, will:

1. Coordinate professional development activities with district standards and goals,

- to ensure that professional development activities are, to the fullest extent practicable, aligned with district plans and professional development needs;
2. Provide adequate opportunities to prepare educators and staff to utilize assessment data for the purpose of increasing student achievement and to improve the overall effectiveness of the curriculum.
  3. Ensure for new teachers that appropriate training in standards-based instruction be provided and implement a system of mentoring for professional staff during the first two years of employment.

The Superintendent will report at least annually to the School Board on the District's professional development program, with an emphasis on its relationship to student achievement goals.

Date Policy Warned: December 6, 2017

Date Policy Considered: December 19, 2017

Date Policy Adopted: January 3, 2018

South Burlington School District Board of School Directors

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Elizabeth E. Fitzgerald, Chairperson



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Martin J. LaLonde, Clerk

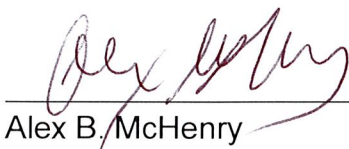
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Bridget M. Burkhardt



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## **AUTHORITY AND CROSS REFERENCE**

### **Legal References**

16 V.S.A. §261a

Vermont State Board of Education Manual of Rules & Practices SBE Rule 2120.1