

## **PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

The Board of Education recognizes the relationship between high-quality professional development and student achievement and therefore commits to a high-quality professional development program for its employees. The program will be aligned with the school district's strategic plan and based on student data and the results of needs assessments at the school and district level.

In support of this commitment the Board will:

1. Allocate adequate funding for high-quality professional development activities as defined by law.
2. Provide leave and dismissal time for approved professional growth activities and reimbursement for expenses related to conferences and visitations.
3. Provide opportunities for collective participation by staff members in the same school community, subject area, grade level or department.
4. Establish a Professional Development Committee (PDC) that will create and implement a Professional Development Plan (PDP) and manage the school district's Individual Development Plan (IDP) system.

### **Professional Development for Teachers**

The professional development program for teachers will:

1. Be sustained over time.
2. Focus on specific content areas or instructional practices.
3. Support the collective learning of teachers.
4. Align with district, school and teacher goals.
5. Be infused with active learning and provide teachers the opportunity to practice and apply new knowledge.

Professional development for teachers may include a mentor teacher program for all teachers with three or less years of experience who are new to Topeka Public Schools.

### **Professional Development for Administrators**

Professional development activities will be provided for superintendents, central office administrators, principals and other district personnel charged with administrative functions. As with professional development for teachers, professional development for administrators will be available on an individual basis and as part of a collective group.

**PROFESSIONAL DEVELOPMENT OPPORTUNITIES (continued)**

**Program Evaluation**

Teaching and Learning Services personnel will conduct an annual evaluation of the professional development program to determine its effectiveness.

**Classified Staff Development Opportunities**

The Board of Education recognizes that well-trained classified employees positively impact student achievement and are essential to the district's mission and the efficient and economical operation of the schools. The district will provide relevant professional development activities for the support staff of the district. The district will conduct needs assessments that serve to identify the professional development needs of these employees.

Classified staff may be granted leave to attend classes or conferences, meet with mentors or participate in other approved professional growth activities in accordance with the district's leave policy.