

DEXTER PUBLIC SCHOOLS
PROFESSIONAL DEVELOPMENT PLAN
2016-2017

The Professional Development Committee (PDC) of the Dexter Public Schools has developed the following district-wide Professional Development Plan (PDC). The PDC has developed such a plan annually since the adoption of the District Professional Development policy in 1988. The Professional Development Committee meets the first Wednesday of every other month to assess, plan, and discuss district professional development activities. The committee is composed of twelve (12) members (three from each attendance center) with the Director of Curriculum and Development serving as ex-officio member. Each member serves a 3-year alternating term. If a member cannot complete his/her term the building principal will assign a staff member to complete the remainder of the term.

The Professional Development Plan must be closely aligned with the Comprehensive School Improvement Plan, which is developed as a part of the Missouri School Improvement Program. The Dexter School District developed a new five-year Comprehensive School Improvement Plan that became effective in July 2013 and submitted the plan to the Department of Elementary and Secondary Education. The Professional Development Plan is also aligned with district goals, as identified and approved by the Board of Education. In addition, the PDC has reviewed and considered the results of the Professional Development Questionnaire completed by the teaching staff in the spring.

GOALS

The following goals are based upon needs assessment, are a part of the Comprehensive School Improvement Plan, and will be targeted by the PDP:

This list is illustrative only and not intended to be all-inclusive.

THE DISTRICT WILL:

1. Develop and implement written curriculum.
2. Implement a system to assess student progress and program effectiveness for all core and vocational programs.
3. Emphasize the Missouri Assessment Program and End of Course assessments of students in tested grades will continue to show improvement in proficiency in all subject areas where the test is given.
4. Create an effective learning environment that will contribute to students wanting to stay in school and result in steady improvement toward attaining the goal of less than a 5% annual dropout rate.
5. Provide support and in-service for first and second year teachers which will improve the transition from being a college student to becoming a master teacher.

6. Improve the teaching skills of all professional staff members through the availability of in-service programs and appropriate out-of-district activities.
7. Upgrade the skills of the staff in utilizing technology for instructional and administrative purposes with particular emphasis on the use of technology.
8. Work toward improving student discipline, especially in the areas of violence, sexual harassment, bullying, weapons, etc.
9. Participate as a member of the Regional Professional Development Center.
10. Emphasize the improvement of student study and thinking skills.
11. Work toward improving the knowledge of both teachers and students concerning technology applications.
12. Provide opportunities for teachers and administrators to learn more about student self-esteem.
13. Provide opportunities for teachers and administrators to learn more about Missouri Learning Standard and Performance Based Assessment.

APPROVED PROFESSIONAL DEVELOPMENT ACTIVITIES

Approved professional development activities may include the following if sufficiently related to one or more of the above-mentioned goals:

1. Consultant/presenter fees and expenses.
2. Travel and registration fees to in-service training and professional development events.
3. Stipends for teachers' participation in curriculum development and related work during summer.
4. Stipends for teachers' participation in evening and weekend in-service and professional development events.
5. Substitute teacher pay to permit teachers to participate in planned activities during the regular school day.
6. Travel expenses used for inter-district visitation.
7. Travel expenses used for DESE and teacher organization sponsored meetings when sufficiently related to the above mentioned goals.
8. Membership fees for the Southeast Professional Development Center.
9. Materials and supplies necessary for teacher professional development activities/training.
10. Stipends for teachers who serve as mentors for 1st and 2nd year teachers, and "buddy teachers" for experienced teachers new to the Dexter district.
11. Other professional development activities, with appropriate documentation.

The list is illustrative only and not intended to be all-inclusive.

DOCUMENTATION

When the district employee requests to participate in a professional development activity, a form called the "Request to Attend Workshops, Clinics, Meetings, Etc." must be completed and submitted to the building principal or immediate supervisor to see if it meets with the intent of this PDP and if it is within the parameters of the professional development

budget. The form includes a statement about which district goal or area of critical need will be addressed by the activity. Printed information about the activity should accompany the request. If the supervisor or superintendent denies the request, it may be appealed to the PDC by contacting the PDC Chairperson. If appealed by the PDC, the teacher must be able to show how the request falls within the parameters of the Professional Development Plan.

EVALUATION

It is required by this district Professional Development Plan that personnel participating in activities approved under this plan are to complete an evaluation form and submit it to the PDC within ten (10) days of the completion of the activity.

Professional Development Committee Meeting Dates

2016-2017

August 4 and 5	New Employee Workshop
August 8 and 10	Embedded Professional Development Training
August 9	Annette Breaux speaker 8:00 am to 11:00 am
September 7	PDC meeting @ 3:30
September 23	Professional Development Day – no students
November 2	PDC meeting @ 3:30
November 7	Professional Development Day – no students
January 3	Professional Development Day – no students
January 4	PDC meeting @ 3:30
February 21	Professional Development Day – no students
March 1	PDC meeting @ 3:30
May 3	PDC meeting @ 3:30

BUDGET

The following is a tentative budget for the professional development activities of the 2016-2017 school year.

SEE NEXT PAGE FOR 2016-2017 PROFESSIONAL DEVELOPMENT BUDGET