



Barnard • Bridgewater • Killington • Pomfret • Reading • Woodstock • Woodstock Union Middle/High

B21

PROFESSIONAL DEVELOPMENT

Policy

It is the policy of the Windsor Central Supervisory Union and its member school districts to support the important connection between educator professional development and improved student achievement and assure that professional and para-professional staff members broaden their knowledge and skills in order to support student learning and contribute effectively to the achievement of the goals and strategies articulated by the school Action Plan. While professional growth through participation in on-going staff development activities is the responsibility of all employees, the encouragement for such professional growth is a school district obligation. Therefore, the WCSU school districts will assist in the support, development and scheduling of appropriate staff development opportunities which will enable employees to effectively meet their responsibility.

Principles to Guide Professional Development

Professional development that increases educators' knowledge of content, current pedagogy and the ability to create effective, engaging learning environments will ultimately contribute to enhanced student achievement. School priorities for professional development will therefore be directly linked to student achievement and the goals identified in the school Action Plan.

The school will cultivate and support a professional development system that is characterized as follows:

1. Its primary focus is on improved student learning and achievement.
2. It is based on current, documented research and acknowledged best practice.
3. It provides structure and substance that allow continuity.
4. It focuses on content and curricular needs as well as teaching methodology and assessment strategies.
5. It includes the needs of all who contribute to the education system.
6. It is developed and directed by professional educators with opportunity for staff members to provide input in program development.

Implementation

The Superintendent in collaboration with Principal(s) will:

1. Develop a process to analyze student performance data, best-practices research, state and local standards compliance and Action Plan priorities to create and support annual and multi-year professional development programs for staff. Activities may include workshops, seminars, and course work through outside resources.

2. Provide adequate opportunities to prepare educators to utilize assessment data for the purpose of increasing student achievement and to improve the overall effectiveness of the curriculum and instructional programs.
3. For new teachers, ensure that appropriate training in standards-based instruction and assessment be provided; provide mentoring, as needed, for professional staff during the first two years of employment; and ensure, to the fullest extent practicable, that the new teacher works with the local and regional Standards Boards to establish an IPDP for the licensure period.

The Principal, working in collaboration with the Superintendent will at least annually report to the School Board on the effectiveness of staff professional development and the relationship to the student achievement goals identified within the annual Action Plan.

The School Board will negotiate employment contracts that place high priority on provisions that will support the District's professional development system.

Unit Board of:	Warned	Adopted	Unit Board of:	Warned	Adopted
Barnard	April 1, 2014		Pomfret		
Bridgewater	January 7, 2014	February 4, 2014	Reading		
Killington	April 11, 2014	May 16, 2014	Woodstock		
WUHSMS					

Legal Reference(s):

- 1 V.S.A. §§ 310 et seq. (*Open Meeting Law*)
- 16 V.S.A. § 165 (a)(4) (*Public School Quality Standards*)
- 16 V.S.A. §§1981 et seq. (*Labor relations - professional staff*)
- 21 V.S.A. §§ 1721 et seq. (*Labor relations*)
- 16 V.S.A. §261a(5) (*Duties of supervisory union boards*)
- Vermont State Board of Education Rules §§2120.4, 2120.5*