

PROFESSIONAL LEARNING FOR EDUCATORS

Purpose

The purpose of this policy is to provide rules that encourage and assist the coordination, development, and evaluation of high quality professional learning programs for District educators.

District Responsibility

It is the responsibility of the District to support, monitor, and ensure the fidelity of the implementation of professional learning experiences that are aligned to West Virginia State Board of Education Goals and Standards for Professional Learning and to establish a Professional Development Council. The Superintendent or designee shall implement a comprehensive system of staff development.

In carrying out this responsibility, the District plan shall be developed by the Local Staff Development Council (WV Code 18A-3-8) using data from:

- A. West Virginia Support for Improving Professional Practice (hereinafter WVSIPP);
- B. West Virginia State Board of Education policy 5310, Performance Evaluation of School Personnel;
- C. Professional Teaching Standards;
- D. Student data from the West Virginia General Summative Assessment; and
- E. Student evidence of learning from utilization of the formative assessment process.

Further, it is the responsibility of the District to develop and implement a professional and personalized learning plan that includes high-quality professional and personalized learning experiences to support all educators and support personnel in the delivery of high-quality educational programming. The plan should align, be incorporated into, and complement the District's Strategic Plan, specifically the West Virginia Support for Improving Professional Practice Plan.

It is also the responsibility of the District to provide that:

- A. all educators have access to high quality professional and personalized learning experiences that focus on individual professional growth of educators, student need based on acquired data, and school-wide goals for professional and personalized learning;
- B. educators are engaged in learning with colleagues through a collaborative model to improve individual teaching practice, support student learning, and foster school-wide growth;
- C. school-based professional learning communities examine student data to increase student achievement;
- D. the use of school budgets to support professional and personalized learning;
- E. the use of flexible and creative scheduling creates time for educators to participate in professional learning communities during the work day; and
- F. there is reduction of the number of large-scale professional development offerings to focus professional learning in individualized and school-based settings.

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The Superintendent or designee shall establish a professional staff development council comprised of proportional representation from the major school levels and from vocational, special education and other specialties in proportion to their employment numbers in the District. Nominations of instructional personnel to serve on the District staff development council may be submitted by the faculty senates of the district to the superintendent who shall prepare and distribute ballots and tabulate the votes. The staff development council shall consist of between nine and fifteen members at the discretion of the superintendent based on the size of the district. The council has the final authority to propose staff development programs for their peers based upon rules established by statute and the council on professional education.

The Superintendent or a designee has an advisory, nonvoting role on the council.

The Board shall make available an amount equal to one tenth (1/10) of one (1) percent of the amounts provided in accordance with WV Code 18-9A-4 and credit the funds to an account to be used by the council to fulfill its objectives. The Board has final approval of all proposed disbursements. Any funds credited to the council during a fiscal year, but not used by the council, shall be carried over in the council account for use in the next fiscal year. At the end of each fiscal year, the council shall report to each faculty senate chairperson the amount of funds carried over into the next fiscal year.

The professional staff development project of the center for professional development shall assist in the development and delivery of staff development programs by the district staff development council and shall coordinate staff development efforts statewide.

All professional learning providers shall submit their professional learning plans to the WVBE no later than May 1. Upon approval of the WVBE, those professional learning plans shall be compiled into the statewide master plan for professional learning for the upcoming school year.

WV Code 18A-3-8
West Virginia State Board of Education policy 5500