

# Oregon Conference

## Professional Development Procedures for All Classroom Teachers

*Professional development is an on-going improvement of best practices for the benefit of student success, and is most effective when teachers engage in collegial collaboration, reflecting on real observations and data.*

1. Active Regular Participation in a Professional Learning Community
  - a. Includes observation and reflection of other like classrooms outside of their school
    - i. This may be in addition to the already provided observation day
    - ii. If needed, please ask your superintendent for a recommendation of a master teacher for your teacher to observe
  - b. In-house PLCs are also encouraged, but not as a replacement of an OC PLC
  - c. A complete list of OC PLCs may be found at [www.ocado.org](http://www.ocado.org)
2. Implementation of Oregon Model
  - a. PBL – Minimum of one PBL this year
  - b. Pedagogy focus on the 4 C's
  - c. TAO mindset and service
3. Professional Goals and Reflection
  - a. Create SMARTY Goal or Plan if needed **Due with Pre-Session School Report**
  - b. Ongoing Progress Reflection
  - c. SMARTY Reflection Products Due May 31, 2019
  - d. Complete Reflection **Due with Post-Session School Report**
  - e. All steps need authentic guidance of intentionality from principal
4. Professional Accountability
  - a. Written feedback
    - i. Acknowledge above and beyond work collegially, specifically, personally
    - ii. Document areas of strengths and areas of needs
    - iii. Communicate observations and expectations
  - b. Formative Evaluations
    - i. Walk-throughs, Peer Evaluation, Video with Self-Evaluation
    - ii. Use enough variety throughout the year to provide opportunity for growth prior to Summative Evaluation
    - iii. Always provide immediate feedback
  - c. Consultation with Teacher
    - i. Discussion of progress toward fulfillment of expectations
    - ii. Teacher Response
  - d. Recommendation to rehire
    - i. Review with Personnel Committee
    - ii. Report to School Board
    - iii. Submit to Office of Education **Due January 31, 2019**
  - e. Summative Evaluation
    - i. Review with teacher
    - ii. Submit to Office of Education **Due March 29, 2019**