

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.ocadoeducation.org
2. Implementation of Oregon Model
 - a. Christ-centered Culture
 - b. Positive Choice and Restorative Relationships
 - c. Maximizing Individual Potential
3. Professional Development Goals and Reflection
 - a. Please meet with each teacher
 - b. Agree on a PD Goal for the year
 - c. Create a plan together for progressing toward the goal
 - d. Meet quarterly for progress reflections and adjustments
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. Principal Report for Teacher Performance **Due January 31, 2020**
 - ii. Report expectations of staffing for following year to School Board
 - iii. Report recommendation to rehire Levels I & II to Personnel and/or School Board
 - e. Summative Evaluation
 - i. Review with teacher
 - ii. Submit to Office of Education **Due March 27, 2020**