

1. Professional development expenses will be reimbursed in accordance with district policy.
2. Professional development costs will not exceed \$400.00 per certified employee per year.

Long-Range Plan: Development of a "Professional Development Plan" that addresses both the needs of the individual teachers and the school-wide focus for improvement.

The plan must meet the following criteria:

1. Emphasis on on-going activities
2. Provides a comprehensive process for follow-up
3. Addresses short and long-term professional development needs of all teachers, administrators, and stakeholders
4. Staff development opportunities show direct connections to school/district learning goals and analysis of student achievement data
5. Professional development of all staff members reflects research-based best practices, utilizes a variety of models and is job-embedded

Ashland Elementary School Professional Development Policy

04/04

The Professional Development Committee, a subcommittee of the Curriculum and Instruction Committee will determine professional development needs based on the following criteria:

1. District Mandated Assessments for Math and Reading
2. KPREP State Test Scores
3. Consolidated Plan/Achievement Gap Data
4. Teacher Surveys
5. Teacher Professional Growth Plans
6. District and/or State Mandated Professional Development

Professional development requests will be evaluated against the following standards:

1. Current Capacity/Knowledge Base Within Building
2. Teaching Level/Experience of Teacher
3. Teacher Professional Growth Plan
4. Plan for Implementation and Dissemination of Knowledge/Ideas
5. Alignment to Student Performance Goals
6. Current Research

Additionally:

1. Teachers may count up to six (6) flexible professional hours toward the district requirement of twenty-four (24) professional development hours.
2. Teachers will be required to obtain two (2) hours of professional development that relates to their Professional Growth Plan.
3. Teachers may be paid a stipend for approved additional professional development hours above the district requirement of twenty-four (24). The additional hours must relate to the teacher's Professional Growth Plan and school goals and will be based upon the availability of funds.
4. Credit for professional development received outside of committee approval will be given for district mandated professional development ONLY (e.g. Closing The Gap, Special Education, etc.). The only exception to this is SBDM training.
5. Professional development expenditures will be reviewed and evaluated annually for effectiveness and impact.
6. All professional development leave requests must be approved by the SBDM council prior to district approval.
7. The Ashland Elementary Professional Development Plan must be approved by the SBDM council prior to the beginning of the school year.

Expenditures: .