

ADAIR COUNTY R-1 SCHOOL DISTRICT



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Professional Development Plan

Adopted by the Board of Education on
7/24/24

The mission of professional development in the Adair CO. R-1 School District is to support teachers in their continual efforts to improve instruction so that each student may achieve the highest level of learning. The goals of the Professional Development Plan are intertwined with, and are part of the district Vision 2024/2025 Plan (CSIP) and Building Level Improvement Plans.

The District Professional Development Committee (PDC) strongly believes professional development for certified staff is a vital part of realizing the mission and goals of the school district. We will provide for professional growth through the following:

1. Improve student learning by enhancing the technology skills and knowledge of the teachers, in order to facilitate the use of technology for student learning, through the utilization of a trained educator (technology specialist) hired by the district, to train the teachers.
2. Motivate teachers toward a standard of excellence in their personal and professional growth as established in the CSIP and Building Plans.
3. Assist teachers in remaining current with educational research, new skills and knowledge and to translate research and learning theory into practice.

4. Provide new teachers with mentors for the goal of developing and retaining the best teachers in our classrooms and provide Beginning Teacher Assistance training to all new teachers in the district.
5. Encourage every teacher toward ongoing, continuous improvement throughout his or her career.
6. Promote staff collaboration, through professional learning communities, in order to improve student learning and achievement.

PROFESSIONAL DEVELOPMENT COMMITTEE GOALS FOR 2024-2025

1. Conflict Resolution (Bullying)/Social Emotional Learning

- a. Program - “Too Good For Drugs”
- b. Monthly Character Lessons (Taught by Teachers)

PD Committee will develop lessons for each grade level covering the following topics. Resilience, Forgiveness, Compassion, Individuality, Health/Wellness, Self-Control, and Perseverance.

2. Parent Engagement

- a. Set evening events that involve students and parents
- b. Start a parent group and meet once a month to discuss issues in the school and the community

3. Subject Specific Lesson Planning

- a. teachers will prepare lesson plans for at least one week ahead of time
- b. STEP UP Curriculum

RESPONSIBILITIES OF THE DISTRICT PROFESSIONAL DEVELOPMENT COMMITTEE

1. Assessing professional development by:
 - a) Conducting a needs assessment every year, seeking input from teachers, administrators, and the board of education.
 - b) Publishing the results of the need's assessment.
 - c) Conducting a yearly summary evaluation of current PDC activities and recommending changes as needed.
2. Providing opportunities for the professional development of experienced teachers and administrators by planning, scheduling, promoting and implementing professional development events and opportunities. These will focus on strengthening teacher practice in the classroom and improving student learning, thus meeting goals of the district CSIP and Building Improvement Plans.
3. Supporting the professional development of beginning teachers by overseeing the Mentor-Protégé Program.

PROFESSIONAL DEVELOPMENT COMMITTEE BUDGET

The Outstanding School Act of 1993 is very specific in regard to the monies to be allocated by each school district for professional development. One percent (1%) of the district's Foundation Program funds, exclusive of categorical add-ons, is to be designated each fiscal year for professional development activities focused on improving teacher practice in the classroom and improving student achievement. To meet statutory requirements, professional development funds must be:

1. used for professional development.
2. spent on activities consistent with the professional development plan (developed by the district's PDC in consultation with administrators and approved by the local board).
3. clearly related to the objectives of the district Vision 2024/2025 and Building Improvement plans.

Other Funding Sources of Professional Development

1. State funds as available
2. Federal funding such as Title II
3. Additional Adair Co. R-1 funds as available

ALLOWABLE EXPENSES FOR PROFESSIONAL DEVELOPMENT The following activities and/or expenditures have been approved by the PDC as activities/expenditures of Professional Development funds in order to meet the statutory requirements of Senate Bill 380.

1. Consultant/Presenter fees and expenses
2. Registration fees to in-service training and professional development events. Travel expenses will be reimbursed only when district transportation is not available.
3. Substitute teacher pay to permit teachers to participate in planned activities during the regular school day.
4. Participation in off-site professional development as it pertains to a teacher's particular curricular area (could include visits to high quality school programs in other school districts, presenting/teaching to local school districts, or observing in district teachers)
5. Purchase of professional development books, materials, and/or equipment.

2024-2025 Budgeted PD Funds \$15,000

Budget Will Be Updated After Each Committee Meeting

Presenter Fees	Registration Fees	Substitute Teachers	Off-Site PD	Materials Equipment	PD Goal	CSIP Goal

Other Ideas of Professional Development

- Classroom observation and feedback
- Instructional coaching
- Building instructional technology capacity
- Mentoring
- Staff Presentations
- Outside Presenters coming onsite
- Social and Emotional Learning Support
- Team Building Activities
- Student Success Team Planning

- Data Teaming to guide professional development goals
- Professional Book Studies
- Team Planning
- Attendance at workshops/conferences to support staff growth aligned to CSIP goals

The above list is illustrative only. The ultimate test of expenditure is whether it conforms to the spirit and intent of the law, with an approved professional development plan, and the district's CSIP and Building Improvement Plans.

2024-2025 Professional Development Dates

If you are participating in Career Ladder, you will be required to bring your updated Career Ladder Log to each professional development meeting for review.

August 9, 2024	New Teacher Orientation/Mentor Meeting
August 12, 2024	Step-Up Curriculum Training
August 13, 2024	Back to School Training-All Staff
August 14, 2024	Back to School Training-Open House
September 16, 2024	Standards and Lesson Planning Conflict Resolution
October 28, 2024	Parent Teacher Conferences
November 11, 2024	Safety Training/Intruder Training
January 6, 2025	Curriculum Development
February 24, 2025	Curriculum Development
March 24, 2025	Curriculum Development Finalization
April 28, 2025	End of the Year PD Celebration