

**WARREN COUNTY R-III SCHOOLS
PROGRAM EVALUATION SUMMARY
2009-2010**

PART ONE

Program Name: Professional Development

Persons Responsible for Program Evaluation: Tom Jaeger, EdD, Assistant Superintendent
Jill Lawson, Curriculum/Instruction Director
Debi Ringling, PLC/PDC Chairperson

General Program Description:

The Professional Development Program exists to stimulate and encourage the professional growth of all certificated personnel employed by the Warren County R-III School District. For individuals, professional growth is viewed as a continuous process of refining instructional skills and keeping abreast of new developments in the field of education. The Professional Development Program is well organized, systematic and jointly overseen by the Professional Learning Communities (PLC) Professional Development Committee (PDC) and the Administration.

Teachers considered for membership should possess skills in effective group interaction and positive interpersonal relations. She/he should be a recognized faculty member and respected for their leadership potential and skills. Teachers considered for the PLC Committee should be knowledgeable and supportive of the organizational structure of the school district and decision-making responsibilities of the administration.

Qualifications Required for PLC/PDC Members:

- A full-time teacher in any discipline
- A minimum of two years of experience as a teacher in the R-III School District.
- Hold a valid Missouri Teaching Certificate
- Term of Membership: 2 years

Program Goal and Objectives:

The professional development goal and objectives were developed as part of the Warren County R-III Comprehensive School Improvement Plan (CSIP) during the 2008-2009 school year. The Plan involved creating a vision of what the district anticipates achieving over a five

year period with the sole focus on the improvement of student learning and achievement. It details the district's plan to: reallocate resources; redefine or eliminate less effective programs and services; and incorporate any new, innovative programs and services to produce higher student performance, as measured by the Cycle Four (4), Missouri School Improvement Program (MSIP) Standards and Indicators. The CSIP includes the following five major goals: Student Performance; Highly Qualified Staff; Facilities, Support, and Instructional Resources; Parent and Community Involvement; and Governance. The professional development program is defined under Goal #2: Highly Qualified Staff, it states: The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives: The specific objectives and progress measures for Highly Qualified Staff commencing school year 2009-2010 are:

1. High quality professional development activities will improve instructional subject area knowledge by at least 75%, as measured by the High Quality Professional Development Survey in May 2010.
2. The district will use Professional Development as an integral part of all educational programs and school improvement initiatives at a level of 75%, or greater, measured by the High Quality Professional Development Survey and Teacher Needs Assessment in May 2010.
3. 100% of all administrators and teachers will be appropriately certificated for their assignments, and substantiated by Core Data in January 2010.
4. The district will retain high quality employees as measured by a staff turnover rate of 7% or less, in July 2010.
5. The district will identify strengths and weaknesses of the district and/or buildings in order to improve the retention of quality employees, at a rate of 80% or greater, measured by, the Teacher Needs Assessment in May 2010.
6. The district will increase professional development opportunities for teachers and administrators to effectively develop the capacity for integrating technology into their teaching by 25% or greater, as measured by the: Census of Technology; Annual Teacher & Staff Surveys; Annual Technology Program Reports; and Technology Training Evaluations, in May 2010.
7. By May 2010, 65% or more, of district teachers will implement inquiry-based instructional strategies as measured by the PBTE and staff and student surveys.
8. At least 85% of all teachers and students will have access to educational technology that supports high quality instruction, commensurate with state averages as measured by: Map Test Scores Results (October 2009 and October 2010); The Census of Technology; The Annual Technology Program Report; The Technology Inventory Data and Staff and Student Surveys by May 2010.

9. **Staff will improve their proficiency in the use of technology at a level of 75% or greater as measured by:** The Census of Technology; Staff Surveys and The Local Skills Assessment(s).
10. **100 % of the certificated staff recruited by the Warren County R-III School District will be highly qualified as measured by the HQ Staff Evaluation by July 2010.**

Strategies and Action Steps:

The above Objectives' Strategies and Action Steps for Highly Qualified Staff are located in the district's 2009 CSIP, pages HQS1 through HQS 21.

Professional Learning Communities/Professional Development Committee (PLC/PDC) Budget:

- All expenditures encumbered in the PLC/PDC budget will relate to the district CSIP Plan and building goals will follow all guidelines established by the state.
- All encumbered professional development expenditures will follow all guidelines set forth in the Professional Development School Improvement Plan and local Board Policies.
- Funds will be budgeted to accommodate the mentor/mentee program according to state guidelines.
- Approximately \$ 20,500.00 of the PLC/PDC budget is allocated for the mentor/mentee program. The amount includes stipends and supply money.
- The salary portion of the budget provides stipends for teachers involved with the district and building PLC/PDC teams.
- Each building is allocated funds based on the number of teachers per building. These funds can then be utilized for individual and group staff development.

Changes and Improvements in the Instructional Staff:

Students' learning is unlikely to improve without a change in the instructional staff's knowledge, skills, practices, and eventually, their attitudes and beliefs. Although teachers and administrators are the primary participants in staff development, any employee who has an effect on student outcomes is also included. Improvement in the instructional staff will be assessed/analyze through one or more of the following:

- High Quality Professional Development Survey
- Teacher Needs Assessments
- Core Data Reports

- **Census of Technology**
- **Annual Technology Program Reports**
- **Technology Training Evaluations**
- **Student Surveys**
- **Parent Surveys**
- **Local Skills Assessment**
- **MAP Results**
- **EOC Results**
- **Exit Interviews**

Growth in their skills and practices will be established through:

- **Administrator walkthroughs**
- **Interviews by RPDC Representatives**
- **Self-assessment checklists**
- **Analysis of records**

Assessment Responsibilities:

The PDC, the building PLC teams, Curriculum/Instruction Director and Building Administrators are responsible for initiating the assessment of the effectiveness of the professional development program and efforts. The findings will be submitted to the Assistant Superintendent: Personnel & Human Resources to annually share with the Superintendent of Schools and report to the Warren County R-III Board of Education.

