

REGIONAL SCHOOL UNIT No. 67**TRAINING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

The March 1994 enactment of the *Goals 2000: Educate America Act* made the National Education Goals federal policy. Goal #4 reads, "By the year 2000, the Nation's teaching force will have access to programs for the continued improvement of their professional skills and the opportunity to acquire the knowledge and skills needed to instruct and prepare all American students for the next century." To this end, R.S.U. No. 67 supports a system of comprehensive professional development as specified in S.P 701-L.D. 1791, 20-A MRSA 6209, Section 7.

This comprehensive professional development system is based upon five principles outlined by the Maine Department of Education in *ACHIEVING RESULTS: THE CONTINUOUS IMPROVEMENT OF MAINE SCHOOLS THROUGH PROFESSIONAL TRAINING AND DEVELOPMENT* (January 2003) for creating meaningful, effective approaches to professional development:

1. The system of training and development is a cycle of continuous improvement;
2. The system of training and development focuses on professional practices that improve the learning and growth of all students;
3. The system of training and development aligns with the other systems in the school administrative unit and integrates individual development with building goals and unit goals;
4. Decision-making in the system of training and development is driven by information from local, state, and national sources; and
5. The system of training and development defines relevant roles for all stakeholders.

Requests to participate in professional development activities will be granted by the appropriate administrator on a case-by-case basis according to (1) the degree to which a request aligns with the district's current educational initiatives and/or directly impacts students in a positive way and (2) the degree to which there is money in the budget to support a request. Whenever possible, attendance at workshops and conferences should be planned in advance and included in the budget for a given year.

R.S.U. No. 67's system of comprehensive professional development will include the provision that all newly hired staff need appropriate orientation to the climate, the responsibilities, the operation, and the culture of their new jobs. Any new teacher to R.S.U. No. 67 will, therefore, be provided with basic orientation to the expectations of the position; specialized training, as needed; and orientation to district procedures and policies, including evaluation procedures.

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New teachers and administrators to R.S.U. No. 67 will be required to participate in a Teacher Effectiveness Training Seminar (also referred to as Effective Teaching) that will review expectation for lesson design, professional standards, and evaluation procedures. This seminar must be taken within the first two years of employment with R.S.U. No. 67. Participants will receive 4.5 CEUs toward certificate renewal. Teachers with two-year Provisional Level Certificates will be required to participate in this seminar as part of their Teacher Action Plan.

All new staff will be required to receive initial training in several state and federally mandated programs, including Blood-borne Pathogens, Sexual Harassment, FERPA, and others.

R.S.U. No. 67's system of comprehensive professional development will be overseen by a district Training and Professional Development Committee chaired by the Director of Curriculum and Academic Achievement. This committee will work cooperatively and representatively with the Teacher Certification Committee to ensure that professional needs leading to teaching certification renewal will be integrated with the overall goals of professional development in the district.

Legal Reference: Ch. 125 § 8.08 (Me. Dept. of Ed. Rule)

Adopted: May 19, 1999 (GCI)
Prior to 1982 (GCLA)

Revised: June 16, 2004