

Staff Development - Licensed

All district teachers, personnel service specialists, and administrators contracted by the district, excluding substitutes, will have a plan for meeting continuing professional development (CPD) requirements as set forth in OAR Chapter 584, Division 090 by the Teacher Standards and Practices Commission (TSPC) for license renewal.

1. Licensed employees shall maintain an active individual CPD plan. Modifications to the employee's plan may be made at any time, after consultation with his/her supervisor, as provided by OAR 584-090-0010 through -0040.
 - a. Each plan shall be designed to assist the employee to:
 - (1) Achieve district, state and national standards;
 - (2) Keep current with the development and use of best practices; and
 - (3) Develop ways to enhance learning for a diverse student body.
 - b. Each licensed teacher's plan shall identify CPD activities and experiences that address one or more of the following standards for professional learning:
 - (1) Learner and Learning
 - (a) Learner development;
 - (b) Learning differences;
 - (c) Learning environments.
 - (2) Content
 - (a) Content knowledge;
 - (b) Application of content.
 - (3) Instructional Practice
 - (a) Assessment;
 - (b) Planning for instruction;
 - (c) Instructional strategies.
 - (4) Professional Responsibility
 - (a) Professional learning and ethical practice;
 - (b) Leadership and collaboration.

- (5) Each licensed teacher's plan shall identify CPD activities and experiences that address one or more of the following standards for professional learning:
 - (a) Learning Communities – Professional learning that increases educator effectiveness and results for all students; and occurs within learning communities committed to continuous improvement, collective responsibility and goal alignment;
 - (b) Leadership – Professional learning that increases educator effectiveness and results for all students; requires skillful leaders who develop capacity, advocate and create support systems for professional learning;
 - (c) Resources – Professional learning that increases educator effectiveness and results for all students; requires prioritizing, monitoring and coordinating resources for educator learning;
 - (d) Data – Professional learning that increases educator effectiveness and results for all students; uses a variety of sources and types of student, educator and system data to plan, assess and evaluate student learning;
 - (e) Learning Design – Professional learning that increases educator effectiveness and results for all students; integrates theories, research and models of human learning to achieve its intended outcomes;
 - (f) Implementation – Professional learning that increases educator effectiveness and results for all students; applies research on change and sustains support for implementation of professional learning for long term change;
 - (g) Outcomes – Professional learning that increases educator effectiveness and results for all students; aligns its outcomes with educator performance and student curriculum standards.
2. Each plan should propose to earn a minimum of 25 professional development units (PDUs) of credit annually to keep them on track for license renewal. CPD should directly relate to the immediate needs of the district, school site and individual.
3. The district will attempt to offer as many professional growth activities as recognized needs warrant and resources permit. To this end, all 25 units of credit may be earned through district and building activities. The district recognizes, however, that there will be times and individuals for which units of credit may be earned outside the district and at no cost to the district.
4. Plans may be developed that totally utilize district professional growth activities and some outside district activities or are totally completed in nondistrict sponsored activities. All such plans shall be shared with the employee's supervisor.
5. The responsibility for completing a plan and meeting licensure renewal requirements rests with the employee. The employee shall provide documentation that the plan has been completed and he/she has analyzed the results and applied the acquired knowledge and skills to improve student learning.
6. Acceptable CPD activities shall be those reviewed by the employee's supervisor and for which evidence is submitted to verify completion.

7. Completed CPD forms shall be available to the employee's supervisor, human resources department, and superintendent or his/her designee. The superintendent or his/her designee shall, if applicable, verify completion of the required plan(s) and units for renewal at the time the employee requests district verification of educational experience on the TSPC provided Professional Educational Experience Report (PEER) form.