

Oregon Conference

Professional Development Procedures for All Classroom Teachers

Professional development is an on-going improvement of best practices for the benefit of student success and is most effective when teachers engage in collegial collaboration, reflecting on real observations and data.

1. Active Regular Participation in a Professional Learning Community
 - a. Includes observation and reflection of other like classrooms outside of one's school
 - i. This may be in addition to the already provided observation day
 - ii. If needed, please ask your superintendent for a recommendation of a master teacher to observe.
 - b. In-house PLCs are also encouraged.
2. Professional Development Goals
 - a. Each teacher is to complete the self-assessment in iObservation based on the Marzano Focused Teacher Evaluation Model.
 - b. Based on the self-assessment, each teacher is to select 1 focus areas for the school year.
 - c. Administrators or site observers will approve each teacher's growth goal within iObservation.
 - d. The growth goal, or focus area, will be indicated in iObservation, and the teacher will be expected to periodically reflect within iObservation his/her growth related to the goal(s).
3. Professional Accountability
 - a. iObservation Feedback from Observer
 - b. Formal Observations
 - i. One to two times per year minimum, per NPUC policy
 - ii. To include pre-conference, observation, and post-conference
 - iii. Will be WAIVED for Level II and III teachers for 2025-26 IF two informal observations/walkthroughs are completed each quarter
 - c. Informal Observations & Walk-throughs
 - i. To be recorded by observers in iObservation
 - ii. To include both announced and unannounced
 - iii. **Frequent** observer visits urged.
 - d. Concerns/Probation

Observers/administrators are to work with the superintendent when creating growth plans for teachers. Discussion of progress toward fulfillment of expectations and the teacher response needs to be documented.
 - e. Recommendation to rehire
 - i. Principal Recommendation for Teacher is **due January 30, 2026**
 - ii. Report expectations of staffing for following year to School Board.
 - iii. Report recommendation to rehire Levels I & II to Personnel and/or School Board.
 - f. Observer/Principal Summative **Meeting** with Teacher
 - i. Review documentation in iObservation. Discuss growth related to teacher focus goal.
 - ii. Record discussion highlights in iObservation.
 - iii. Recommended completion by **May 29, 2026**