

# 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 their 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 for your teacher to observe
  - b. In-house PLCs are also encouraged, but not as a replacement of an OC PLC
2. Implementation of Oregon Model
  - a. Christ-centered Culture
  - b. Positive Choice and Restorative Relationships
  - c. Maximizing Individual Potential
3. Professional Development Goals and Reflection
  - a. Please meet with each teacher prior to the beginning of the school year
  - b. Agree on a PD Goal for the year that best fits their strengths and needs
  - c. Use any form you want to create a plan together for progressing toward the goal
  - d. Meet quarterly for progress reflections and adjustments
4. Professional Accountability
  - a. Written feedback

Acknowledge work collegially, specifically, personally. Document areas of strengths and areas of needs. Communicate observations and expectations.
  - b. Formative Evaluations

Walk-throughs should be often enough so that your presence is normal for the students and teacher. Use enough variety throughout the year to provide opportunity for growth prior to Summative Evaluation. Always provide immediate feedback.
  - c. Consultation with Teacher

Work with your superintendent when creating growth plans for your teachers.  
Discussion of progress toward fulfillment of expectations and the teacher response needs to be documented.
  - d. Recommendation to rehire
    - i. Principal Recommendation for Teacher **Due January 31, 2023**
    - 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
  - e. Teacher Self-Reflection for Professional Growth **Due May 5, 2023**
  - f. Summative Evaluation
    - i. Review with teacher and sign
    - ii. Submit to Office of Education **Due May 5, 2023**
  - g. Optional Forms for Formative and Summative Evaluations
    - i. OC Teacher Observation Visit and Rubric, OC Teacher Summative Evaluation
    - ii. Marzano Compendium
    - iii. Kim Marshall Teacher Evaluation Rubric