

Standard: School Leadership - Educator Effectiveness				
O. Professional Development Plan	Deficiency (1)	Advice (2)	Regular MD (3)	Regular (4)
Guiding Question: Does the district have a developed and publicly available professional development plan that an advisory committee conducted the development of and assures that the plan addresses all the areas in ARM 10.55.714(1)(a-n) ? (ARM 10.55.714(1&3))	<input type="checkbox"/> District has no evidence of a publicly available professional development plan.	The district provided evidence of a professional development plan that: <input type="checkbox"/> Is developed and available to employees and the public AND <input type="checkbox"/> The development and evaluation was conducted by an advisory committee composed of a majority of teachers	The district provided evidence of a professional development plan that: <input type="checkbox"/> Is developed and available to employees and the public AND <input type="checkbox"/> The development and evaluation was conducted by an advisory committee composed of a majority of teachers	The district provided evidence of a professional development plan that: <input type="checkbox"/> Is developed and available to employees and the public AND <input type="checkbox"/> The development and evaluation was conducted by an advisory committee composed of a majority of teachers AND <input type="checkbox"/> Assures that the professional development covers all areas 10.55.714(1)(a-n)
DEFINITIONS				
10.55.714(1) Professional Development Plan: <ul style="list-style-type: none"> (a) shall be aligned with the district graduate profile and educational goals outlined in the district-integrated strategic action plan described in ARM 10.55.601; (b) shall be provided to address the safety, well-being, and mental health of students and staff; (c) focuses on teachers as central to student learning and includes all other members of the school community; (d) focuses on individual, collegial, and organizational learning, reflection, and growth; (e) respects and nurtures the intellectual and leadership capacity of teachers, principals, and others in the school community by incorporating active learning and adult learning theory; (f) reflects research and demonstrates models of effective practice in teaching, learning, and leadership; (g) enables teachers to develop further experience in subject content, teaching strategies, uses of technologies, and other essential elements in teaching to high standards; (h) offers opportunities for feedback and reflection; (i) is ongoing and sustained; (j) is planned collaboratively by those who will participate in and facilitate that development; (k) requires substantial time, other resources, and where practical provides coaching and expert support; (l) is job-embedded to encourage teachers to meet, share, collaborate, and grow their practice; (m) is driven by a coherent long-term plan; and (n) is evaluated on the impact of professional development on teacher effectiveness and student learning, and the results of this assessment guides subsequent professional development. 				
SAMPLE EVIDENCE MAY INCLUDE <i>A single document may include all of the criteria/sample evidence needed to receive a regular (4) score.</i>				
Developed and Publicly Available Evidence May Include: posted in ISAP AND/OR copy in newsletter AND/OR link on website AND/OR board meeting agenda and minutes AND/OR consortium evidence about PD sessions				
Advisory Committee Evidence May Include: committee agendas/minutes AND/OR a list of stakeholder positions within the advisory committee AND/OR consortium evidence - evidence that the district participated from the consortium				