SAGINAW LEARN TO EARN ACADEMY POLICY

	Section: District
	Policy #: 26
SUBJECT: **PROFESSIONAL DEVELOPMENT**	Approved: November 2011
	Revision:
	Revised:

I. PURPOSE:

To establish a policy on Professional Development at Saginaw Learn to Earn Academy. To create guidelines and a vision for professional development that matches the same criteria as the Michigan Department of Education.

II. POLICY:

The district supports the concept of professional development as established by the Michigan Department of Education and will seek to create and/or maintain an effective professional development policy as defined by State guidelines. Saginaw Learn to Earn Academy will create an annual Professional Development Calendar that is comprehensive, data driven, and based on student and teacher needs. The calendar will be the school's timeline for implementation of new programs and training to increase student achievement.

III. PROCEDURE:

The school will conduct needs assessments on teachers, students and parents throughout the school year to collect data. From the data collected, and the school data profile compiled for the school improvement plan, a professional development plan will be created and implemented. The professional development calendar is submitted with the school improvement plan.

Professional Development will meet the following standards:

- Is for the purpose of enhancing teaching and learning.

- Is consistent with the school improvement plan and with district goals.

- Is part of an ongoing comprehensive professional development plan that addresses the long-term professional needs of the individual as well as the long-term change of practice in the building an district.

- Is characterized by the knowledge of educational needs of students, the study of proven research and inclusive of the best use of new technologies.

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- Includes best principles of adult learning that includes design by the educators and non-teaching staff for whom the professional development is intended.

- Occurs when educators and non-teaching staff collaborate and share knowledge with each other.

- Requires ongoing reflection.

- Is helpful to all school staff as they work to meet the needs of students who learn in different ways and come from diverse backgrounds.