

PROFESSIONAL STAFF DEVELOPMENT

The Sanford School committee recognizes the unequivocal relationship between the School Department's vision of creating the educational settings where every child masters the Sanford/Maine Learning Results and the knowledge, skills, and attitudes of the professional staff who work directly with Sanford students every day.

Because the research on the relationship between the proficiency of the professional staff and the improvement of student achievement data is so strong, the School Committee believes that professional development and a climate that fosters dialogue about learning is essential.

As a means of supporting the improvement of instruction for all students and the continuous growth and improvement of all Sanford teachers/ administrators, the Sanford School Committee believes that the creation of a K-12 Comprehensive Professional Development System, guided by professional development standards, is fundamental to realizing the School Department's vision.

The Sanford School Department's Professional Development Standards will ensure that Sanford's Comprehensive Professional Development System will:

1. foster a norm of continuous improvement,
2. align with the School Department's vision, belief statements, and areas of concentration,
3. provide adequate time during the work day for all staff members to address the district's areas of concentration
4. use joint inquiry and personal reflection as approaches to construct meaning and knowledge about teaching and learning,
5. enable staff to collaborate, solve problems, and develop capacity for leadership
6. analyze disaggregated data and examine student work as the basis priority-setting,
7. be based on systems-thinking
8. be based on what is known about human learning and development,'
9. be based on what is known about the change process and group development,
10. be continuously evaluated for its effectiveness through multiple sources of information and will be reviewed biennially by the School committee, and
11. Be planned strategically and funded by an item in the local operating budget.

The Professional Development Standards listed above outline the district's responsibilities for Sanford's Comprehensive Professional Development System (SCPDS). Since the ultimate goal of the SCPDS is the improvement of instruction of all students in the Sanford/Springvale schools, each teacher/administrator employed by the Sanford School Department will be responsible for actively engaging in professional development activities that will continuously improve their teaching practices. To that end, all Sanford teachers/administrators will:

1. give students the consistent message that they can be successful learners,
2. teach students strategies for successful learning and how to put forth effective effort,
3. create physically and psychologically safe environments where students are most likely to take the risks necessary for effective and high level learning,
4. create learning environments in which learners will construct knowledge which can be applied in real contexts and has value beyond school,
5. Be involved in career-long efforts to enhance their professional capacities. They continue to learn about (1) content;(2) pedagogy; (3) assessment; (4) content- specific pedagogical knowledge; (5) children and their differences; (6) behaviors of individuals in effective organizations; and (7) interactive teaching skills,
6. use available data to guide instruction decision making,
7. interact with their colleagues in an interdependent and collegial manner in the effort to shape the school into a learning environment, and
8. frequently re-examine their practice

As the Sanford School Department implements the SPDS, there are some types of professional development that will apply to all, while some will apply to specific groups of teachers/ administrators. The chart on the next page indicates specific pathways available to teachers/administrators and the professional development required for each

Upon acceptance by the Sanford School Committee, the policy will take effect an all staff member, current and prospective, will be expected to begin completing the requirements as outlined.

Adoption date: June 19, 2000

Effective date: June 19, 2000

SANFORD SCHOOL DEPARTMENT