

# **Barrington Public Schools' Professional Learning Plan At A Glance**



## Introduction

Barrington Public Schools (BPS) offers professional learning experiences to help every educator contribute to the success of children following our vision, to *Empower All Students to Excel*. BPS extends beyond the requirements instituted by the Rhode Island Department of Education.

BPS built its Professional Learning Program upon the *Learning Forward Standards for Professional Learning* including Learning Communities, Leadership, Resources, Data, Learning Designs, Implementation, and Outcomes.

### The BPS program design is as follows:

- **All educators**, regardless of tenure or certification type (provisional, professional, life), are required to participate in the **District Professional Development Days** and must reach 60 hours of professional learning over five years to maintain their professional status. Of the six days, K-5 teachers participate in four professional learning days as a result of their involvement in parent-teacher conferences, orientations, and opening day activities. 6-12 teachers participate in five and a half as a result of their engagement in opening day activities, and senior project reading.
- **All educators**, regardless of tenure or certification type (provisional, professional, life), connect their **personal professional growth goal** and related professional learning to their evaluation on an annual basis. The professional growth goal can fall into three categories (1) personal interest, (2) targeted team goal, (3) suggested by the evaluator as a result of performance.
- If a teacher has achieved a **Master's Degree or Certificate of Advanced Graduate Credits (CAGs)**, they are eligible for salary movement upon completion of 15 credits of external professional learning. (M15, M30, M45)
- Teachers interested in **National Board Certification** are afforded five professional release days. Teachers who achieve National Board Certification or a Doctorate are eligible for salary incentives and reimbursement for the National Board application. BPS supports teachers in their pursuit and maintenance of **National Board Certification** through the release time needed to submit evidence of effectiveness for renewal.
- The District provides **instructional coaching** for teachers in the K-3 schools; **mentoring** by master teachers for all new hires; **deep learning coaching** for teachers PK-12 and; **induction coaching** for all new teachers.

- In addition to professional learning, educators, including teachers, paraprofessionals, and administrators who have **been employed for BPS one year or longer**, are eligible for up to **80% course reimbursement** following the dollar caps set in their **contracts**.
- Finally, BPS encourages all educators to submit for **external professional learning opportunities** through the Frontline system for approval.

**Four kinds of professional learning units (PLUs) are available to educators.** The four kinds are those that:

- Enhance educator effectiveness,
- Build curricular implementation knowledge,
- Develop pedagogical knowledge, and/or
- Deepen content knowledge.

**PLUs can occur in the following ways:**

- Common Planning Time
- District PD Days
- External Conferences, if not being used for salary movement
- College Coursework, if not being used for salary movement
- As part of Professional Growth Plans

Educators can count PLUs as **Snow Day hours** if they complete them outside of school days and they do not submit them for salary movement.

**Teachers with less than 5 years of full-time teaching, not substitute teaching,** must complete an average of 30 hours of PLUs per year for certification in the above categories. The transcript and approval occur through Frontline.

**Teachers with more than 5 years of full-time teaching, not substitute teaching,** must complete an average of 20 hours of PLUs per year for certification. The transcript and approval occur through Frontline.

**Lifetime certified teachers,** who only have a lifetime, do not need to complete PLUs.

Educators CANNOT count meetings, organizational duties, health and safety activities, such as CPI or Crisis training, as PLUs. PLUs must connect directly to teaching and learning and/or social-emotional well-being.

For a more comprehensive understanding of the District PD Plan or Professional Learning Units, please read the following documents

[PLUs and Teacher Certification](#)

[District PD Plan 2019-2020](#)

[9 Building Blocks for a World-Class Educational System](#)