

LINN COUNTY R-I
PROFESSIONAL
DEVELOPMENT PLAN



2018-2019

Linn County R-I
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Approved By
the
Board of Education
December 19, 2018

LINN COUNTY R-I

PROFESSIONAL DEVELOPMENT PLAN

- I. The Linn Co. R-I Board of Education encourages professional development for its faculty and is committed to providing systematic professional development for beginning and practicing teachers. The board will support the professional development committee, will direct that a professional development plan be provided each beginning teachers and will provide in-service opportunities for all practicing teachers.

Adequate time and funds will be included in the district's yearly calendar and budget to support professional development. Planned professional development should stimulate and encourage the professional growth of both new and experienced teachers. For individual teachers, professional growth should be viewed as a continuous process of refining skills and keeping abreast of new developments in the field of education.

Responsibility for an individual's professional growth efforts lies with both the individual and the school district. The Professional Development Committee (PDC) serves as the instrument to satisfy the districts responsibility in the individual's professional development. The PDC thus serves as an avenue of communication between the faculty and the administration on matters of professional growth and development. It serves as the organizing group for individual and group professional development activities.

II. Definition: Professional Growth is:

1. A continuous process of refining skills and keeping abreast of new developments in the field of education as well as a method of moving the District forward in educational methodology and curriculum continuity.
2. Professional development should draw upon the resources of higher education, in-service educational opportunities, graduate level instruction, special subject matter workshops, visits to schools with outstanding programs, and other related activities that would provide professional educators with innovative and creative ideas for the improvement of the school district. The ultimate purpose of professional development is to better meet the instructional needs of the District's students.
3. Maintaining an awareness of current teaching techniques by reading professional journals, participation in in-service training, and continuing education.
4. Collaboration among teachers to create a cohesive learning environment.
5. Development of written curriculum that meets the requirements set by law from the legislature, by regulation from the state department of education, by standard for the review process.

6. Enhancing teaching skills to improve effectiveness.
7. Keeping teachers aware of state laws and legislation.

III. Objectives and Goals In the planning and development of district professional growth activities for the professional staff and the beginning teachers, the PDC establishes the following objectives and goals:

1. Design a plan for working with outside resources, i.e., colleges and universities, professional groups, State Department of Education, and other experts for development activities.
2. Provide opportunities for improving the internal classroom environment, addressing routine procedures, discipline, communication with parents, etc.
3. Oversee and assist in a mentoring program.
4. Assess staff needs and develop in-service opportunities to meet those needs.
5. Serve as a confidential consultant upon a teacher's request, as well as assist staff members in coping with internal and external crises, job stress and burnout.
6. Address the district comprehensive school improvement plan goals as follows:

PROFESSIONAL DEVELOPMENT BUDGET PLAN

Elementary Professional Development

PDC Salaries	
PDC Mentor	283.33
PDC Substitute Teachers	1,492.58
PDC Sub FICA	92.54
PDC Sub Medicaid	21.64
PDC (Planned and approved; includes PDC training and mentoring)	1,213.76
PDC Mileage	368.84
PDC Hotel/Motel	TBD
PDC Meals	TBD
Title II D	147.94
subtotal	3,620.63

High School Professional Development

PDC Salaries	
PDC Mentor	266.67
PDC Substitute Teachers	3,141.24
PDC Sub FICA	194.76
PDC Sub Medicaid	45.55
PDC (Planned and approved; includes PDC training and mentoring)	1,752.86
PDC Mileage	709.42
Title II D	291.17
subtotal	6,401.67

TOTAL BUDGETED ACTIVITIES \$ 10,022.30

Plan for Expenditure of Funds to Achieve District Goals

GOAL 1: Improvement in ACT scores	\$ 922.30
GOAL 2: Maintain a fully certificated staff	\$4,000.00
GOAL 3: Improvement of Student Reading and Writing Skills	\$2,500.00
GOAL 4: Expand and Improve current facilities	\$0.00
GOAL 5: Schedule to meet the needs of every student	\$2,600.00

TOTAL BUDGETED ACTIVITIES \$ 10,022.30

Goal: Increase Student Achievement

MSIP Standard/ Indicator	CSIP Strategy Number	Objective	Person(s) Responsible	Start Date	Date Completed
1.1.1 6.3.2 9.2	1.a	Eighty percent of students will read at or above grade level by the end of the third grade.	Classroom Teacher	March 2008	Ongoing
6.2.5 9.1.1 9.1.3	1.b	The percent of students in Proficient and Advanced levels in Communication Arts and Math will meet AYP as measured by the Missouri Assessment Program. (GLA)	Teachers Principal Counselor	March 2008	Ongoing
6.2.5 9.1.1 9.1.3 9.3	1.c	District results on nationally standardized test will remain at or above state and national averages as measured by MAP (GLA), EOC, and ACT.	Teachers Principal Counselor	March 2008	Ongoing
6.3.3 9.5	1.d	The district will maintain a graduation rate of above the state average.	Principal/ Counselor	March 2008	Ongoing

Goal: Increase Student Achievement

Measurable Objective: Eighty percent of students will read at or above grade level by the end of the third grade.

How the Objective will be measured: I-Ready.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
1.1 1.1.1 6.3.2 9.2	1.a	Ninety minute, uninterrupted block that focuses on reading.	Teachers/ Principal	March 2008	Ongoing	YES
1.1 1.1.1 6.3.2 9.2 7.1.3	1.a	Intensive and supplemental instruction are provided according to student need.	Teachers/ Principal	March 2008	Ongoing	YES
6.7 6.7.1 6.7.2 6.7.4 6.7.5	1.a	Teachers will be engaged in high quality professional development.	Teachers/ Principal	March 2008	Ongoing	YES
6.2.1 8.2.1	1.a	Data is collected and disseminated in order to provide students with differentiated instruction.	Teachers/ Principal	March 2008	Ongoing	YES

Goal: Increase Student Achievement

Measurable Objective: The percent of students in Proficient and Advanced levels in Communication Arts and Math will meet AYP as measured by the Missouri Assessment Program.

How the Objective will be measured: AYP will be met in Communication Arts and Math on the district's Annual Performance report.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
9.1 9.1.1 9.1.3	1.b	The district will provide instruction and guided practice on test taking skills to all students and teachers	Principal Teachers Counselor	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.3 6.1.4 6.4.2	1.b	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principal	March 2008	Ongoing	NO
6.2.6	1.b	The district will provide incentives and motivation for students to encourage them to perform their best on MAP test. (GLA)	Principal Teachers Counselor	March 2008	Ongoing	NO
9.1.3	1.b	The district will develop supplemental and extended learning opportunities for students in preparation for the MAP (GLA)	Supt./PDC/ Principal/ Teachers/ Counselor	March 2008	Ongoing	YES
6.1.1 6.1.2 6.1.3 6.1.4 6.4.2 6.7.2	1.b	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	YES

Goal: Increase Student Achievement

Measurable Objective: District results on nationally standardized test will remain at or above state and national averages as measured by MAP (GLA), EOC, and ACT.

How the Objective will be measured: ACT, MAP (GLA), and EOC scores will be evaluated each year to determine that the objective is met.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.2.5	1.c	The district will provide instruction and guided practice on test taking skills to all students.	Teachers Counselor	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.4 6.2.1 6.4.2 6.7.2	1.c	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principal	March 2008	Ongoing	NO
6.2.6	1.c	The district will provide incentives and motivation for students to encourage them to perform their best on the ACT, MAP (GLA), and EOC test.	Principal Teachers Counselor	March 2008	Ongoing	NO
6.3.3	1.c	The district will develop additional supplemental and extended learning opportunities for students on the ACT, MAP (GLA), and EOC test.	Supt./PDC/ Principal/ Teachers/ Counselor	March 2008	Ongoing	NO
6.7.1 6.7.2 6.7.4 6.7.5	1.c	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	YES

Goal: Increase Student Achievement

Measurable Objective: The district will maintain a graduation rate of above the state average.

How the Objective will be measured: The district graduation rate will remain 95% or higher.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.3.4 6.5.3	1.d	At-Risk program will identify and serve the needs of At-Risk students.	At-Risk Teacher/ Principal/ Counselor	March 2008	Ongoing	NO

Form A

PERFORMANCE GOALS

Goal #2

Goal: Maintain A Positive Learning Environment

MSIP	CSIP	Strategy	Person(s)	Start	Date
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Standard/ Indicator	Strategy Number		Responsible	Date	Completed
8.2.1 8.10 8.10.1 8.10.2 8.11	2.a	Vocational Agriculture facility.	Board Superintendent	March 2008	June 2010
7.1.2 8.2.1 8.10 8.10.1 8.10.2 8.11	2.b	Larger weight room/fitness facility that all students can access.	Board Superintendent	March 2008	July 2010
6.5.1 8.2.1 8.10	2.c	Update heating and cooling throughout the facility.	Board Superintendent	March 2008	July 2011
1.1.1 1.2.2 1.3	2.d	Create a tobacco-free environment	Board Superintendent Principal	March 2008	Ongoing
6.1.3 6.4.3 6.4.4 6.8.1	2.e	Maintain and improve the use of technology in the district.	Board PDC	March 2008	Ongoing
8.11.1 8.11.3	2.f	Install surveillance equipment to improve safety in the district.	Board Superintendent	March 2008	Ongoing

Goal: Maintain A Positive Learning Environment

Measurable Objective: Construct a new Vocational Agriculture facility.

How the Objective will be measured: Vocational Agricultural facility will be constructed.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.3.1 8.6.2	2.a	The district will place Proposition Waiver on the April 2008 ballot to provide funding for a new vocational agricultural facility.	Board	March 2008	March 2008	NO
8.2.1 8.10	2.a	A vocational agriculture building will be built with adequate space for the safety of the students.	Board Superintendent	March 2008	June 2010	NO

8.10.1						
8.10.2						
8.11						

Goal: Maintain A Positive Learning Environment

Measurable Objective: Create a larger weight room/fitness facility that all students can access.

How the Objective will be measured: A new weight room facility will be available that is on ground level.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
7.1.2 7.1.3 8.10.1	2.b	The current vocational agriculture facility will be made into a weight room when a new facility is built.	Board Superintendent	March 2008	July 2010	NO

Goal: Maintain A Positive Learning Environment

Measurable Objective: Update heating and cooling throughout the facility.

How the Objective will be measured: All classrooms will have adjustable heating and cooling throughout the district.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.5.1	2.c	Funds will be transferred from the incidental fund to the capital projects fund, provided funds are available and allowable.	Board Superintendent	March 2008	July 2011	NO

Goal: Maintain A Positive Learning Environment

Measurable Objective: Create a tobacco-free environment

How the Objective will be measured: Tobacco use will only be allowed in specific areas of the district.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.3.3	2.d	Policy will be adopted to promote a tobacco free campus.	Board	March 2008	Ongoing	NO
8.11.3	2.d	Signs will be posted and designated areas assigned that will be supervised by the administration.	Superintendent Principal	March 2008	Ongoing	NO

Goal: Maintain A Positive Learning Environment

Measurable Objective: Install surveillance equipment to improve safety in the district.

How the Objective will be measured: Surveillance equipment will be installed in order to monitor the building more closely.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.6.2 8.11.1 8.11.3	2.f	Money will be authorized and budgeted to install surveillance equipment throughout the building.	Board Superintendent	March 2008	Ongoing	NO
2.3.2	2.f	Hard to supervise areas will be monitored by building principal via monitors.	Principal	March 2008	Ongoing	NO

Goal: Staff development to improve student success

MSIP Standard/ Indicator	CSIP Strategy Number	Strategy	Person(s) Responsible	Start Date	Date Completed
6.2.5	3.a	Focus on improvement of MAP (GLA)	Board	March 2008	Ongoing

9.1.1 9.1.2 9.1.3		scores Development of SLO's and Professional Growth Plans	Superintendent Principal Counselor Teachers	August 2015	
2.1.2 6.7.1 6.7.2 6.7.3 6.7.6	3.b	Train substitutes to be better prepared in the classroom.	Principal	March 2008	Ongoing
1.1.2 3.1 3.2 4.1 4.3 5.1	3.c	Maintain a certificated staff.	Board Superintendent Principal	March 2008	Ongoing
8.4.3	3.d	Maintain salaries above the average of area schools.	Board Superintendent	March 2008	Ongoing

Goal: Staff development to improve student success

Measurable Objective: Focus on improvement of MAP (GLA) scores.

How the Objective will be measured: MAP (GLA) scores will be evaluated annually to check for improvement.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.2.5	3.a	The district will provide instruction and guided practice on test taking skills to all students and teachers.	Principal Counselor Teachers	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.4 6.2.1 6.4.2 6.7.2	3.a	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principal Teachers	March 2008	Ongoing	NO
6.2.6	3.a	The district will provide incentives and motivation for students to encourage them to perform their best on MAP (GLA) test.	Principal Counselor	March 2008	Ongoing	NO
6.3.3	3.a	The district will develop additional supplemental and extended learning opportunities for students and teachers on the MAP (GLA) test.	Principal Counselor	March 2008	Ongoing	NO
6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.6	3.a	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	NO

Goal: Staff development to improve student success

Measurable Objective: Train substitutes to be better prepared in the classroom.

How the Objective will be measured: Substitutes will attend training to be better prepared for the classroom.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
2.1.2 6.7.1 6.7.2 6.7.4 6.7.5 6.7.6	3.b	Principal will work with substitute teachers to be better prepared to work in classrooms Substitute teachers will be provided with a Substitute handbook. Classroom teachers will have a substitute teacher folder readily available in the classroom.	Principal	March 2008	Ongoing	YES

Goal: Staff development to improve student success

Measurable Objective: Maintain a certificated staff.

How the Objective will be measured: The district will have a professional staff that is fully certificated.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
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2.1.2 6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.6	3.c	The district provides a professional development program that focuses on the supports its instructional practices.	PDC	March 2008	Ongoing	YES
6.7.1	3.c	The district has a written plan for professional development, which includes provisions for complying with specific program requirements, and all rules, regulations, and legislation related to professional development funding.	Superintendent PDC	March 2008	Ongoing	YES

Goal: Staff development to improve student success

Measurable Objective: Maintain salaries above the average of area schools

How the Objective will be measured: Salaries will remain above the average that is paid to area school personnel.

MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.4.3	3.d	A mutually acceptable (to board and faculty) salary schedule will be adopted each spring.	Board Superintendent Teachers	March 2008	Ongoing	YES
8.4.3	3.d	After school tutoring will be offered, as needed, for grades K-12 by teachers.	Board Superintendent	Sept. 2011	Ongoing	NO