

Professional Development Opportunities at Roland-Story

At Roland-Story, we strive to provide our educators with multiple, aligned opportunities to grow as professionals. We believe that:

- All students can learn.
- The purpose of professional development is to increase student achievement.
- Professional development should be collective learning by all teachers and administrators with an emphasis on improving instruction.

In order to provide this level of excellence and commitment, Roland-Story educators are provided a variety of opportunities for growth and development.

1. Individual Teacher Professional Growth Plan-

This plan is intended to support the professional growth of individual teachers as part of the district's focus on increasing achievement for all students. This plan should align to the fullest extent possible with the district professional development plan.

2. Teacher Quality Professional Growth Opportunities -

Through an application process, the Teacher Quality process supports teachers financially to attend trainings and/or work with colleagues on professional development initiatives. More information about the Teacher Quality process can be found on the back side of this document.

3. District Professional Development (District PLC's) -

A menu of professional development offerings is provided each year based on feedback from staff, as well as student needs as determined by building/district data. District professional development is facilitated by RS and AEA staff. These offerings take place four times during the school year.

4. Building Professional Development -

Building-level professional development, while aligned with district goals, focuses on the determined needs of the population of the building. Work at the building level may focus on curriculum, instruction, and assessment.

5. Learning Coaches -

Learning coaches collaborate with teachers and principals to support the work of the school at the district, building, and individual level by providing resources, classroom observation information, modeling, co-teaching, data, and feedback to colleagues.

Teacher Quality Application Process

Teacher Quality (TQ) funds are available for teaching staff to support their growth and development as educators. The TQ Committee meets monthly to approve applications and routinely approves applications throughout the school year. Staff may apply for TQ funds once each semester, with additional requests considered if funding is available. The process for applying is straightforward with a rapid response to requests. The process for applying for TQ funds is as follows:

1. Secure a [Teacher Quality application](#)
 - Make a copy of application before completing
2. Fill out the application as completely as possible
3. Submit application to Michelle Soderstrum
 - Paper copies can be sent through school mail
 - Electronic copies can be sent to Michelle @msoderstrum@roland-story.k12.ia.us by **sharing** the completed document.

Once your application is approved, you and your building principal will receive a confirmation email from Michelle.

Please read information about each option:

- Option 1-Work **up to** 8 hours outside contract day for \$40/hour **up to** \$320
 - Log/document your time
 - [Complete Reflection form](#) and submit to Michelle
 - Paper copies can be sent through school mail
 - Electronic copies can be sent to Michelle @msoderstrum@roland-story.k12.ia.us by **sharing** the completed document.
- Option 2-Dedicate one day (8 hours) during contract time (district will hire a sub-\$120)
 - Determine date for activity and communicate that to building principal
 - Building principal and secretary will secure substitutes
- Option 3-Attend a professional development conference or training that supports a district initiative.
 - Shortly after your application is approved, you will be provided a PO# for registration.
 - **Please wait for this # and refrain from using your own personal card to register.**
 - If event vendor does not accept POs, a P-card will be made available for registration.
 - In the event that you feel you must use your own card, a reimbursement process can be initiated for you.
 - If a school vehicle is available for transportation, you will not be reimbursed for mileage if you choose to travel to event destination in your own personal vehicle.

If you have questions or need more information about any of the above information, feel free to contact Michelle or any of the other TQ Committee members:

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