



Professional Development Incentive Program 2021 - 2022 School Year

Complete all the items labeled as Gold for a \$1,000 incentive. Complete all the items labeled as Silver for a \$600 incentive. Complete all the items labeled as Bronze for a \$300 incentive. Upload evidence to the Google Drive folder shared with you by your principal. All requirements must be completed and evidence provided in the Google Drive by June 15th, 2022.

1. District and Principal Directed Professional Development (Gold, Silver, and Bronze)

Attend all District and Principal directed professional development training. Upload evidence of attendance in your Google Drive folder. In the event of special circumstances that prevent your attendance the principal may recommend an alternative Professional Development opportunity.

2. Outside Professional Development Training (Gold)

Attend at least one additional training outside of the district. Outside training can include the summer Annual Rural Schools Conference or specified training for a program or content area. Upload evidence in your Google Drive folder.

3. ReThink Ed Learning Courses (Gold, Silver, and Bronze)

Complete 2 hours of ReThink Ed learning courses. Upload completion certificate to the Google PD Incentive Drive.

4. Instructional Coaching Cycle (Gold and Silver)

Meet with the school district instructional coach three times during the school year. At the first meeting establish instructional goals and benchmarks for the school year. At the second meeting check your progress using the benchmarks and reflect on the instructional strategies used. At the last meeting discuss instructional goals and any needed professional development.

5. Professional Learning Communities (Gold, Silver, and Bronze)

Be an active participant and contributor to a PLC. The PLC may be a school, district, and inter district level PLC. Teachers will not be assigned a PLC this year, but may form PLC groups within the teachers inside and outside of the school district. PLC groups should meet at least quarterly. Upload agendas or other evidence to your Google Drive.

6. Safe Schools App/Website (Gold, Silver, and Bronze)

Complete all the required training through the Safe Schools App/Website. These will be emailed out to you by Gloria Fox. Upload the completion certificates to your Google Drive. Some training sent to educators through the Safe Schools App/Website are not optional for the PD Incentive plan. Some of these trainings are by state statute required to be completed by all educators. The school district will specify those trainings.

7. Creative Project (Gold and Silver)

The creative project may include a Data Project, a Innovative Teaching Strategy Presentation, or a Teaching Foundations Presentation. Examples and explanations of each are below. The creative project is either an opportunity for teachers to showcase what is working well in their classroom or an opportunity to research instructional data and present their findings.

Data Project: A data project includes researching or collecting instructional data and compiling it into a format that can be easily conveyed to co-workers. A teacher could collect literacy education strategies and DIBELS scores for a single grade from similar sized schools. The teacher could then compare their strategies and results with their school's current strategies and results.

Innovative Teaching Strategy Presentation: In the course of other professional development a teacher may discover a teaching strategy or technology that works well. The Innovative Teaching Strategy Presentation involves a teacher presenting to other teachers in a PLC, faculty meeting, or other training how an innovative teaching strategy or technology is working in their classroom. This should be teaching practices or technology the teacher is currently using and has proven to be effective.

Teaching Foundations Presentation: Some teaching strategies are foundational and have not been replaced with new strategies or technologies. The Teaching Foundations Presentation involves a teacher preparing a presentation or training for a foundational teaching strategy they feel they are very effective at using in their classroom. A teacher that has a very effective system for classroom management might prepare a presentation or training for new teachers of this foundational principle.

Teachers should discuss their idea for a creative project with the principal before starting. Creative projects are intended to be shared. This can be done by presenting in a PLC, faculty meeting, or other training. Creative projects could also be shared online through professional learning and collaboration websites. The creative project should be something a teacher is proud of and excited to tell people about. Creative project materials should be uploaded to the Google Drive folder.

On June 15th, 2022 school principals will submit the names of teachers that have completed a level of the Professional Development Incentive Program and payment will be made with the June 2022 payroll.
