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PCSD Teacher Professional Development Incentive Program and Plan Implementation Year 2016-17

The teacher incentive program is to encourage teachers to be proactive in their efforts to improve their teaching skill set. This is not a dictated professional development program; rather, one that allows the teacher choices and flexibility with PD and in meeting a Gold, Silver or Bronze stipend reward for their efforts.

Teacher Accountability on Tracking their own PCSD PD Incentive Program:

Each teacher will be required to submit evidence as to the completion of each of the criteria in the desired category (Gold, Silver or Bronze). This tracking will be done by the teacher and submitted in the Edviation tracking tool. Each building principal will be required to sign off (review Edviation tracking) that teachers have completed all expectations and criteria of the teachers desired category-Gold, Silver or Bronze.

Timelines for Start and Completion:

The teacher Professional Development Incentive Program will start the first day of school in August and end the end of the day before school starts, allowing time for a summer conference if necessary. Each teacher can expect they will receive their stipend payment no later than September of each given year and must have principal sign off in the tracking process completed.

Gold Tier I \$ 1500

1. Serve on a PLC Team, a Community Council or School Committee
2. Attend district and Principal professional development trainings
3. Attend one additional training outside of the district- this can include the summer Annual Rural Schools Conference or specified training for a program or content area
4. Do an annual self-evaluation/ growth plan
5. Collaborate with another teacher on a "Big Eight" instructional strategy and monitor each other through the year. Submit a plan showing strengths and improvements and how you will implement these improvements.
6. Hold an annual formative/summative evaluation conference with Principal on strengths and improvements

7. Using the Edviation PD program, complete the following PD modules:
Review 15 videos on instructional strategies or teaching methodologies you wish to improve and complete initial and reflective questions related to videos. **Four of the videos need to be related to STEM.**
 - a. Required to the 5 required videos stated below: As part of the 15 total videos)
 - b. *View video on Using Data to Close the Achievement Gap
 - c. *View video on STEM Education
 - d. *View video on vision 2020: Voices of Innovation
 - e. *View video on College and Career Readiness: Project-Base Learning
 - f. *View video on Whole Brain Teaching

Silver Tier II \$ 1000

1. Attend district and principal professional development trainings
2. Do an annual self-evaluation/ growth plan on Observer TAB
3. Collaborate with another teacher on an instructional strategy. Submit a plan showing strengths and improvements and how you will implement these improvements.
4. Research one of the Big 8 Instructional Strategies and submit a plan indicating how you will implement or improve on the strategy of your choice.
5. Hold an annual formative/summative evaluation conference with Principal on strengths and improvements
6. Use the Edviation PD program- Review 10 videos on instructional strategies or teaching methodologies you wish to improve and complete initial and reflective questions related to videos.
Three of the videos need to be related to STEM
Review the two required videos seen below: (In addition to the 10 videos of choice)
*View video on vision 2020: Voices of Innovation
*View video on College and Career Readiness: Project-Base Learning

Bronze Tier III \$ 500

1. Attend district professional development trainings
2. Do an annual self-evaluation/ growth plan on Observer TAB
3. Hold an annual formative/summative evaluation conference with Principal on strengths and improvements
4. Use the Edviation PD program- Review 8 videos on instructional strategies or teaching methodologies you wish to improve and complete initial and reflective questions related to videos.
Two of the videos need to be related to STEM