

**Policy GAD: Professional Learning Opportunities**

**Status:** DRAFT

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The Newton County Board of Education is committed to the establishment and implementation of a comprehensive improvement plan designed to improve educator effectiveness and result in increased student achievement.

A component of the comprehensive improvement plan shall be a professional learning plan detailing the professional learning process that is needed to support the major components of the improvement plan. The professional learning plan shall organize and direct all professional learning that enhances the knowledge, skills and practices of district personnel, regardless of the funding source.

The Superintendent shall appoint a professional learning coordinator to facilitate the development, implementation, monitoring, and evaluation of the district's professional learning. The plan for professional learning should be based on multiple data sources including, but not limited to, student achievement and teacher/leader effectiveness measures. The plan and its implementation shall be aligned to rigorous standards for professional learning and shall be consistent with all requirements of the State Board of Education. Each school principal shall appoint a professional learning leader to facilitate the school's professional learning designed to support and be an integral part of the school improvement plan.

School principals and district leaders shall be responsible for engaging teachers and other district personnel in on-going professional learning as part of the district's comprehensive improvement plan.

Professional learning funds may be expended for the reasons specified in State Board of Education Rule 160-3-3-.04. Stipends may be awarded only if conditions exist as specified in the SBOE Rule. Personnel who successfully complete conferences, workshops or courses approved by the professional learning coordinator may be reimbursed for expenditures by submitting such requests in accordance with district procedures established by the Superintendent or designee.

The district's multi-year comprehensive improvement plan, budget, and annual report shall be submitted to the Georgia Department of Education at a time and in a manner identified by the Department.

The Superintendent or designee is authorized to establish such administrative procedures or regulations as may be needed to implement this policy.

The Newton County Board of Education recognizes the importance of establishing, coordinating, and maintaining professional learning programs that address the assessed needs of all students and school and system personnel. Funds budgeted for professional learning shall be used for activities that enhance the skills and knowledge of all school system personnel, school board members and school council members which directly relate to improving student achievement.

The Superintendent shall cause to be prepared and implemented a system-level Comprehensive School Improvement Plan (CSIP) that includes professional learning as a major component, developed according to priorities that are determined annually by the local Board of Education. All components of the local CSIP for professional learning shall be consistent with State Board of Education rules.

The Superintendent shall appoint a Professional Learning Coordinator whose job description shall include detailed responsibilities and functions for administering, coordinating, and directing the local professional learning program. The Superintendent shall ensure that the Board receives an annual report describing the progress in meeting the goals and objectives of the comprehensive professional learning plan.

A Professional Learning Committee shall be appointed annually to advise and assist the system Professional Learning Coordinator in the assessment of professional learning needs, determination of priorities, content and quality of activities, evaluation of the program and modification of the professional learning portion of the system's CSIP.

The Superintendent and appropriate staff shall facilitate the development and implementation of procedures for assuring that each school within the school system has a CSIP that addresses comprehensive professional learning as a major component and is aligned with the system CSIP. The CSIP of each school shall include all components specified in State Board Rule 160-3-3-.04. Such procedures shall include a means for identifying the number of days to be utilized for professional learning for all employees.