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ARIZONA'S MOST EXCELLING SCHOOL DISTRICT

# Comprehensive Professional Development in SUSD Work Study

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# Purpose

Discuss best practices in professional development

Share recommendations for further development and implementation

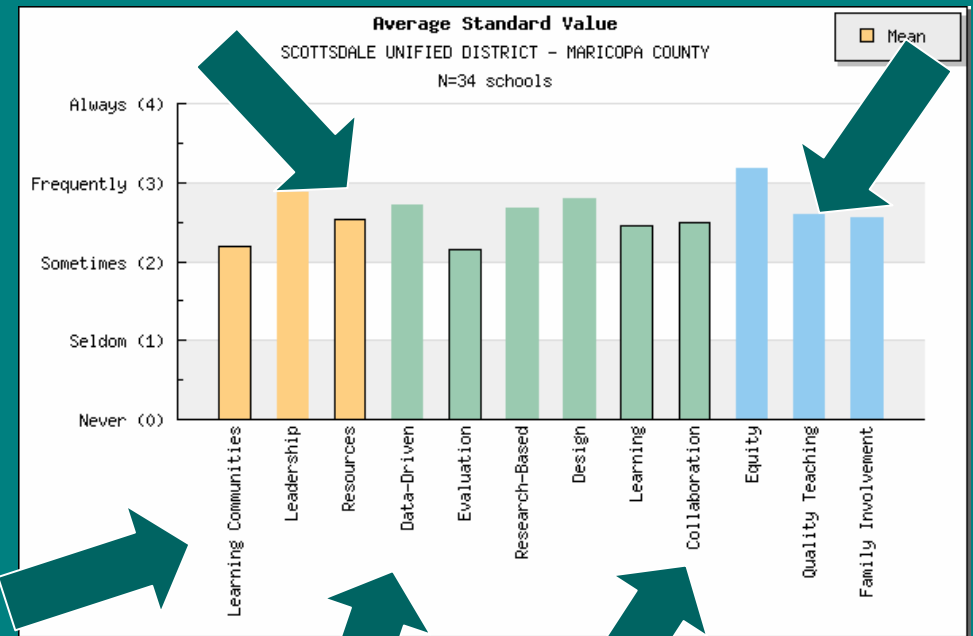


# Where are we?

Comprehensive standards based PD plan developed in 2006, aligned to district goals #1, and #2, with a foundation of continuous improvement.

## Intense focus on:

- Collaborative Learning Communities
- Quality Teaching
- Data Driven
- Resources



# The Plan

- Focuses on how the system as a whole and individuals must change to achieve district goals
- It is a collection of plans, each supporting district and/or school initiatives
- **Results driven, standards based, and focused on educators' daily work**

# Guiding Questions

How do we design best practice professional development that is as close to the classroom as possible?

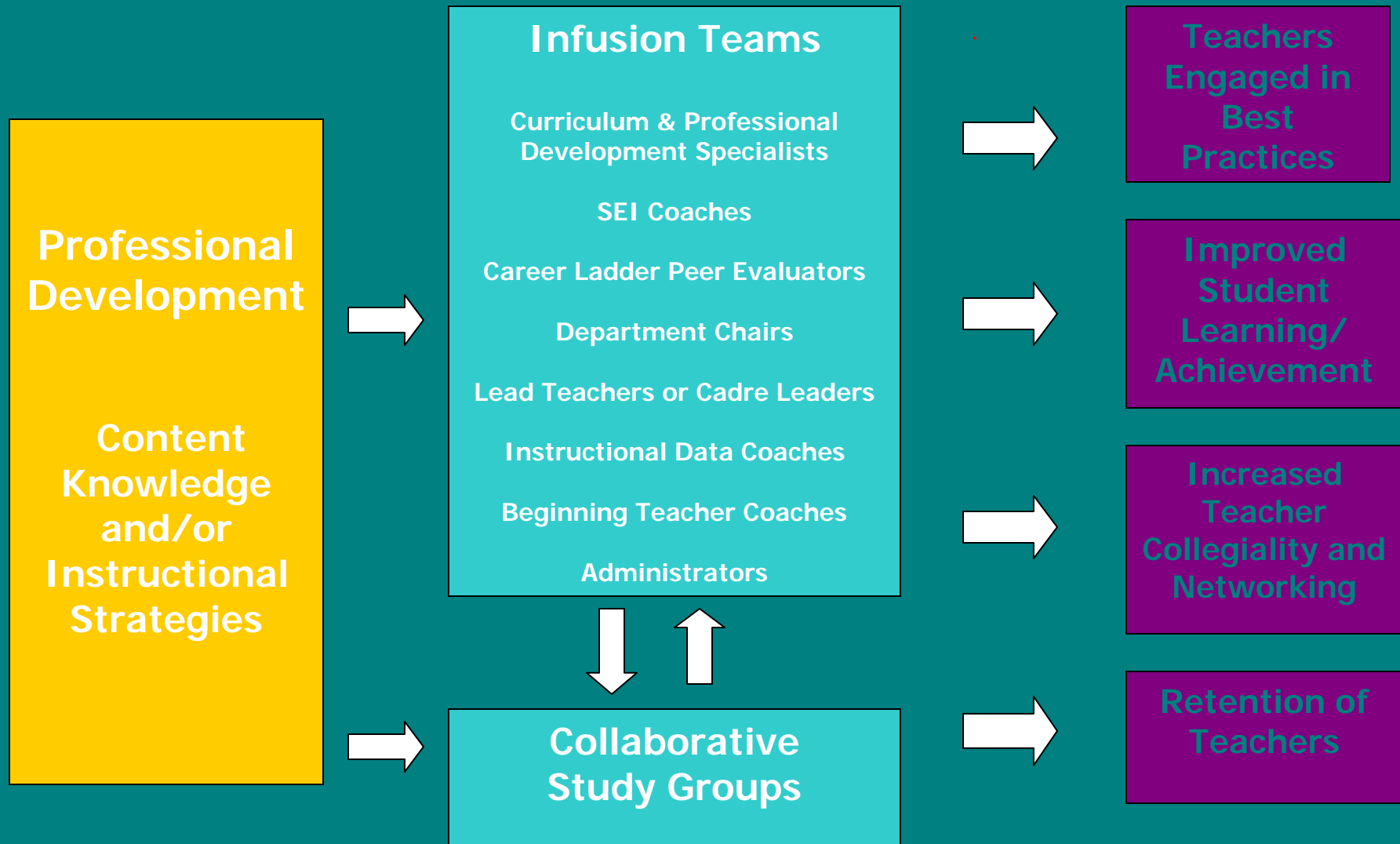
How do we find time for teachers to work in environments rich with multiple forms of data where they share best teaching practices and collaborate about student learning?

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IT'S YOUR TIME TO SHINE!

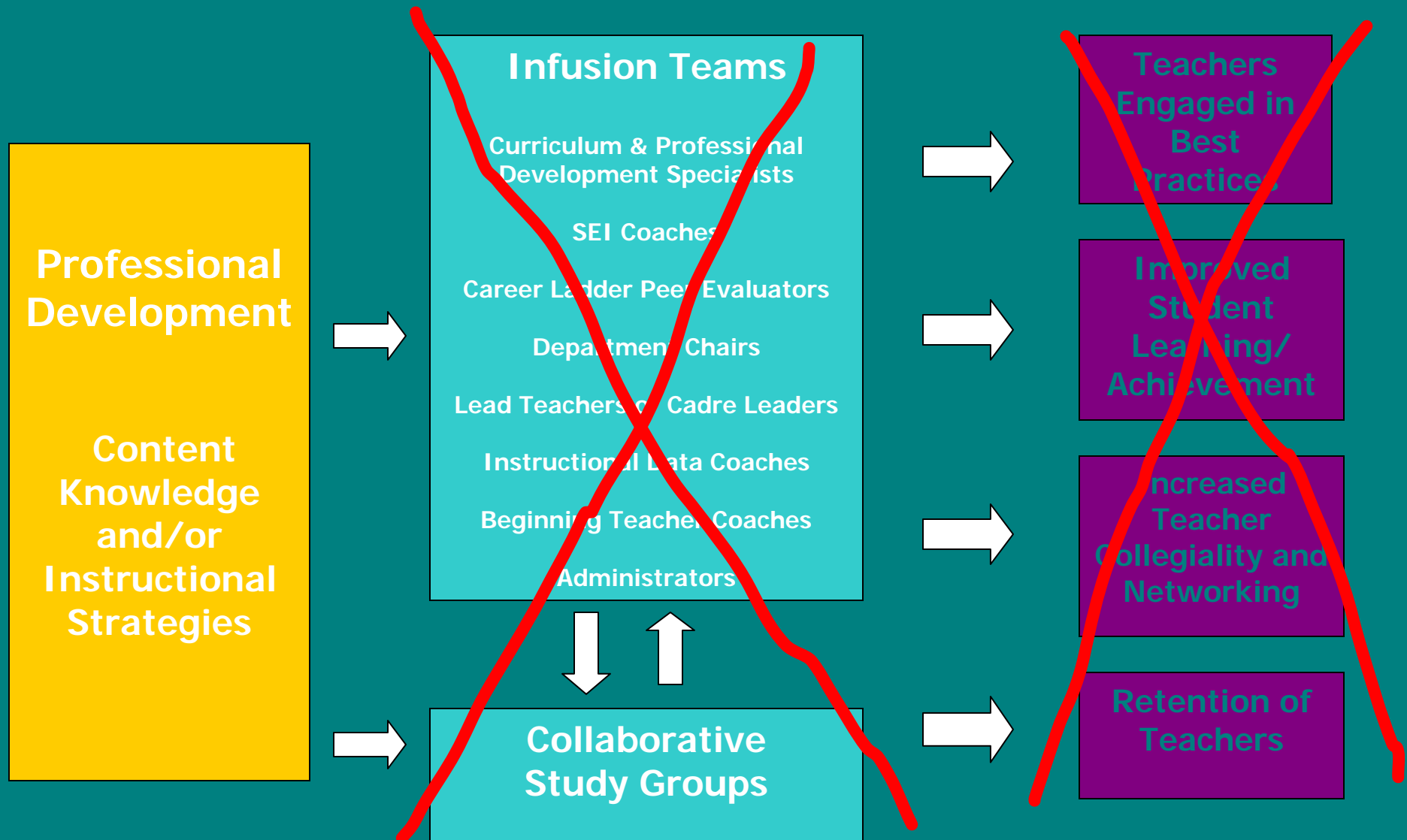
# Job Embedded Professional Development Model

As close to the Classroom as Possible  
Fostering a Culture of Distributed Leadership



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# Priority List 2008-09

- **Maintain, sustain and enhance what is working**
- **Ideas for expansion that does not require M&O**
- **Ideas for expansion that require M&O funds**

# Cost of Time and Talent

\$1.5 million	33 FTE Teachers on Assignment at each site
\$855,000	19 FTE for TOA at each elementary
\$490,000	1 day for 1800 teachers
\$45,000	average salary for 1 FTE
\$ 9,000	average salary for .2 FTE (1 period)
\$100	daily sub rate of pay
\$25	hourly rate teachers earn for participating in professional development outside of their contracted day

*“Let us put our minds  
together and see what  
life we can make for  
our children.”*

*Sitting Bull*

Questions?

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REALIZING THE VISION

