

## **I. USD #417 PROFESSIONAL GOALS AND OBJECTIVES**

USD #417 will promote and provide staff development for all certified personnel to ensure maintenance of professional skills and knowledge for meeting the objectives of the educational program of the district.

The certified personnel in the district shall be provided activities directly related to one or more of the **six (6) goals** for professional development and licensure.

The certified personnel in the district shall have the opportunity to improve and develop specific nonacademic professional knowledge and skills required of an effective educator.

Licensed personnel in the district shall have the opportunity to improve and develop instructional methods/skills required of an effective educator.

### **A. Professional Development Goals**

1. Educators will gain knowledge and apply effective instructional strategies in order for students to improve reasoning and communication when problem solving in mathematics.
2. Educators will gain knowledge and apply effective instructional strategies in order for students to improve comprehension in reading.
3. Educators will gain knowledge and apply effective instructional strategies in order for students to improve conventions usage when writing.
4. Educators will gain knowledge and apply effective instructional strategies in order to maintain and/or improve nontargeted content areas.
5. Educators will gain knowledge and apply effective instructional strategies in order to maintain and/or improve the school climate where students work and learn.
6. Educators will analyze the effectiveness of the instructional program through monitoring individual and/or student group progress identified by measurable indicators.

## **B. Professional Development Objectives**

1. Educators will understand the USD #417 student learning, school improvement goals, using effective strategies when meeting the needs of individual students as identified by measurable indicators.
2. Educators will be knowledgeable about the Kansas State Curriculum Standards, the Kansas State Assessments, and the specific indicators that are assessed, utilizing the Kansas State Curriculum Standards to plan the local curriculum and instruction.
3. Educators will provide students with strategies to develop lifelong learning skills including:
  - a) Critical thinking, i.e. conflict resolution,
  - b) Decision-making and problem solving,
  - c) Mastery learning,
  - d) Collaborative learning,
  - e) Effective use of technical resources,
  - f) Research-based strategies for reading,
  - g) Research-based strategies for mathematics, and/or
  - h) Research-based strategies for writing.
4. Educators will promote positive parent/patron involvement in schools.
5. Educators will provide students with strategies to promote a safe and effective school climate including:
  - a) Counseling skills, i.e. personal crisis, physical abuse, and/or substance abuse.
  - b) Classroom management, i.e. challenging student behaviors.
  - c) Crisis management, i.e. building and district.
  - d) First Aid.