ARTICLE XXI: PROFESSIONAL DEVELOPMENT GUIDELINES

21.1 Professional development involves independent and/or group activities designed to strengthen and improve teaching practices and student academic achievement. District committee work is not considered professional development for members. Professional development may include, but is not limited to, activities that improve the knowledge of teachers and administrators concerning the academic subjects that teachers teach; effective instructional strategies, methods, and skills; and the effective use of standards, assessments and data to improve classroom practices, teaching and student learning. Professional development is a continuous process of individual and collective examination of practice. It should empower individual educators and communities of educators to connect theory, practice, and student outcomes.

21.2 Professional Development Committee

The Professional Development Committee shall meet four times a year with the Assistant Superintendent, Educational Services. The purpose of this committee is to ensure effective input from CFA and to review, discuss, and monitor the development and implementation of District professional development programs. The Committee’s composition and responsibilities shall be as follows:

21.2.1 The Professional Development Committee shall be composed of eight (8) members, four (4) members selected by CFA and four (4) members selected by the District.

21.2.2 The committee shall have the following responsibilities:

a. Review, discuss, monitor, and provide input on the development, implementation, and impact of any current professional development programs and activities

b. Propose the initiation of new professional development programs and activities
c. Review and provide recommendations concerning the professional development calendar for the year

d. Review and provide recommendations concerning the professional development aspects of instructional coaches (TOSAs), including program evaluation.

21.3 Program Evaluation

At the conclusion of each District professional development program, activity or session conducted, the opportunity shall be provided for written evaluation by all participants to assess the quality and effectiveness of the program and of the presentations, and to provide suggestions for improvement. These surveys will be reviewed by the Professional Development Committee.

21.4 Induction

The District may participate in an Induction Program which will be made available to members on a voluntary basis. In no event shall Induction Support Providers have access to, or participate in the evaluation of any member of the bargaining unit. Nor shall any oral or written documentation developed by the Induction Support Provider, while assisting another unit member, be used by that unit member’s evaluator in his/her evaluation.

21.5 CFA/CUSD Joint Training

The Association and the District shall provide a joint, annual training on the Shared Decision Making process and/or any articles mutually agreed upon. All site administrators and representatives mutually agreed upon by the Association and the District will attend this training. The topic and date for this training shall be mutually determined by August 31st of each year.