

# ELKHART INDEPENDENT SCHOOL DISTRICT

## Professional Development Plan

(Adopted October 2003)

(Last Update February 2017)

### Plan Components:

- Elkhart Independent School District will seek input from Administrators, Teachers, Instructional Assistants (Paraprofessionals) and Auxiliary Staff, as well as the District School Health Advisory Committee and the District and Campus Level Site-Based Advisory Committees when preparing its plans for professional development each year. *(Documents may be attached for the current and future school years that detail specific professional development opportunities scheduled by the district.)*
- A Campus-wide Survey of instructional staff members will be conducted annually to solicit input regarding professional development needs.
- A District-wide Staff Development Needs Assessment will be conducted annually to identify specific professional development needs.
- Five In-Service days (or the number of days required by the state) will be scheduled each year for professional development training.
- Six Early Release Waiver Days may also be scheduled for additional staff training as needed.
- On and off campus opportunities to earn two and one-half Comp. Days will be provided for teachers each summer.
- Administrators, Teachers, Instructional Assistants and Auxiliary Staff will be provided opportunities to attend professional development training on campus and in other locations such as the Region VII Education Service Center. *Decisions on the particular employees who will attend and on the number and location of workshops to be attended will be based upon the needs of the Students, Administrators, Teachers, Instructional Assistants and Auxiliary Staff and the availability of funds.*
- Title II, Part A monies will cover the cost of a large portion of EISD professional development as determined by fund availability.
- Local funds may be used to supplement professional development if Federal Title funds do not cover the entire cost of mandated or needed training.
- The District addresses professional development through Strategies/Initiatives/Actions detailed in the District Improvement Plan, and correlated to School Board Goals.
- The District Improvement Plan is also correlated to the U.S. Department of Education's School-wide Program Component # 4 regarding professional development.
- The District will ensure that professional development mandated by the State and Federal Government is provided for all staff members who are required to participate.