

ANW Education Cooperative

PDP

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- A. All PDP point requests must be made in a timely manner. Deadline for submission of points for current school year is **JUNE 1ST** of **each school year**. Any points that have not been submitted for approval by June 1st, will be points that will not be considered by the committee.
 - 1. application points **must** be filed within 1 calendar year of knowledge points submission.
 - 2. impact points **must** be filed within 2 calendar years of knowledge points submission.
- B. PDP Committee will meet 4 times per school year for awarding of requested points. Those dates will be set at the beginning of each year by the committee. Dates of meetings will be posted for staff members information.

Criteria for awarding points

Service to the Profession points: The individual can provide documentation of active participation in service to their profession.

Content	Professional Education	Service to Profession
1 point = 1 contact hr only	Additional pts. at this level NOT AVAILABLE	Additional pts. at this level NOT AVAILABLE

Knowledge level points: The individual is able to tell or write what has been learned; and the information is relevant to instruction or an education program.

Content	Professional Education	Service to Profession
1 point = 1 contact hr	1 point = 1 contact hr	1 point = 1 contact hr only

Application level points: The individual has applied what was learned over an extended period of time through classroom instruction; or the individual has applied what was learned over an extended period of time to specific programs such as curriculum, the assessment system or staff development.

Content

2 X Knowledge level pts.

Professional Education

2 X Knowledge level pts.

Service to Profession

Additional pts. at this level
NOT AVAILABLE

Impact level points: Positive changes in student learning are documented through aligned assessment results accumulated over an extended period of time; or positive changes in programs or policies are shown through documented results.

Content

3 X Knowledge level pts.

Professional Education

3 X Knowledge level pts.

Service to Profession

Additional pts. at this level
NOT AVAILABLE

Level 1 Knowledge indicators: 1 point per clock hour

“What do I know now that I did not know before?”

Verification required may include one of the following:

- Descriptions of the critical attributes of the staff development
- Oral or written personal reflections
- Pre & post assessments of the individual staff person’s learning

Service to the profession: 1 point per clock hour

Verification required may include one of the following:

- Minutes noting contributions to meetings and time spent at meetings
- An explanation of time spent on a school committee, council or team such as
 - membership in the school or district PDC
 - serving as a member of the school’s steering committee
 - providing staff development, or serving on the negotiations team
- samples of published articles or newsletters and an explanation of the time spent writing
- an explanation of time spent and significant contributions made while holding an office or serving on a committee for an educational organization.
- serving on an onsite team for another school or district and an explanation of time spent.

Level 2 Application indicators: 2 X’s points Level 1

“What am I doing now that is different than what I did before?”

Verification required may include one of the following:

Independent observation such as:

- Direct observation using trained observers or video/audio tapes
- Structured interviews with participants and their supervisors

Evidence such as:

- Lesson plans

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- Pre & post samples of students work
- Examination of participants' journals, portfolios or other artifacts.

***Please send evidence to the PDP Chair**

Level 3 Impact indicators: 3 X's points Level 1

"What are the results of my professional changes?"

Organizational Change

Verification required may include one of the following:

- Evidence of related district or school policy change
- Evidence of Level 2 application activities by others
- Revision of district, grade level, or content area curriculum

Student Learning

- Evidence of improved student academic performance
- Samples of positive changes in students' behaviors such as
 - study habits
 - improved school attendance
 - improved homework completion rates
 - independent observation of positive students' classroom behaviors
 - increased enrollment in advanced classes
 - increased participation in school-related activities
 - decreased dropout rates

***Please send evidence to the PDP Chair**

Negotiated Agreement 2009/2010 Article 8

***1. Each professional shall be eligible to use in-service points for horizontal movement on the salary schedule. The equating of in-service points for hours shall be the same as indicated in the ANW Cooperative In-service Plan (20 in-service points = 1 college hour). In-service points used for horizontal salary schedule movement by a teacher with a M.S. will be those points earned following the earning and receipt of the M.S. degree.

2. A maximum of 40 application and impact PDP points, earned on duty time, may be used for movement per column on the salary scale.

3. PDP knowledge points earned on duty time cannot be used for movement on the salary schedule.

Teachers may use up to four college hours of credit per column movement obtained during the paid duty provided application of knowledge learned is documented through the PDP process.

All such points must be approved by the Director prior to the in-service activity, and approved by the Professional Development Committee process as outlined in the ANW Cooperative In-service Plan.

The written notice indicating horizontal salary movement on or before April 1st for the following school year must include the intent to use PDP application and/or impact points.

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Staff member will submit a PDP transcript for verification of those approved hours for the salary movement no later than Sept. 1st.

Criteria for awarding points for reading books **1 point for each hour**

Documentation:

- Copy of Title Page and Table of Contents
- Synopsis—100 words or less
- Brief explanation of why you chose the book and what information you will apply to your work.
- Time log of your reading time
- Notes taken during reading

***Please send evidence to the PDP Chair**

Criteria for awarding points for college courses **20 points per college hour**

Documentation:

- Unofficial transcript
- Course grade sheet

***Please send evidence to your Regional Administrator**

Criteria for awarding points for mentoring new teachers or professional staff

- Points requested must be “service to the profession”
- Will be awarded for mentor meeting time
(this is defined by the mentor teaching the profession, not shadowing or casual conversation but actual feedback on performance)
- Detailed mentor log must be kept and provided to PDP committee if requested