

## **Statement of Purpose for SAU 16 Professional Development Master Plan**

SAU 16 firmly believes that the foundation of education is educators dedicated to enhancing student learning and achievement.

Through the professional development process, we will promote academic excellence of students by creating active and lifelong learners who:

- 1) Acquire the basic skills necessary for success in society.
- 2) Respect and understand diversity.
- 3) Are responsible and confident individuals
- 4) Are empowered with the attitudes, knowledge, and skills to meet the challenges of the future.
- 5) Make positive contributions to their work, family, community, and society.

In order to accomplish this purpose, all our school districts will:

- 1) Promote effective teaching methods that reflect current research about best practices and that address the intellectual, developmental, social, emotional, and physical needs of all students.
- 2) Provide a responsive, coherent, integrated, and relevant K-12 curriculum, including materials to implement the curriculum, that integrates instructional technologies, reflects current research about what students should know and be able to do, and meets diverse learning needs of students.
- 3) Provide and promote professional opportunities, aligned with SAU 16 goals that enable teachers (certified staff) to grow professionally.
- 4) Develop and maintain effective partnerships between schools, the greater community, and parents.
- 5) Provide a safe and flexible environment in which all students are motivated and able to learn, and all teachers (certified staff) are motivated and able to teach.
- 6) Provide and maintain adequate instructional facilities.
- 7) Promote on-going communications between all educators within the districts of SAU 16.
- 8) Investigate and implement effective methods for assessing student progress.

## Goal Setting

It is the responsibility of educators, community members and other professionals to work collaboratively to set and achieve SAU 16 and district goals through a well-articulated process as evidenced in the Supervision and Evaluation Process for Professional Employees document (a copy of this document is attached at the end of this professional development plan). Every three years, to coincide with their certification cycle, a team of SAU 16 administrators and professional employees (certified staff) will identify one or two priorities for professional development and develop a plan, which addresses implementation. Professional employees will identify and develop individual goals that are in alignment with identified SAU 16 and district goals and are based on core standards. These goals are based on assessment of student data and identification of the professional learning needs of educators as they relate to student needs. Thoughtful goal setting by each professional employee is at the heart of a meaningful supervision and evaluation process. These self-determined and supervisor-approved goals shall serve as a catalyst for the employee's professional development growth. A copy of a blank goal sheet and a copy of a sample goal sheet are found in the form section of this document.

The following concepts/curricula have been identified as priorities for the five-year cycle beginning in the summer of 2002 and ending in the spring of 2007:

- Assessment
- Curriculum
- Supervision and Evaluation
- SAU Data Driven Decision Making

### **2002-2003**

Literacy  
Technology Education  
Social Studies/History  
Family and Consumer Science

### **2003-2004**

Literacy  
World Languages  
Music

### **2004-2005**

Literacy  
Science and Health Curricula

### **2005-2006**

Literacy  
Mathematics  
Technology/Computer Education

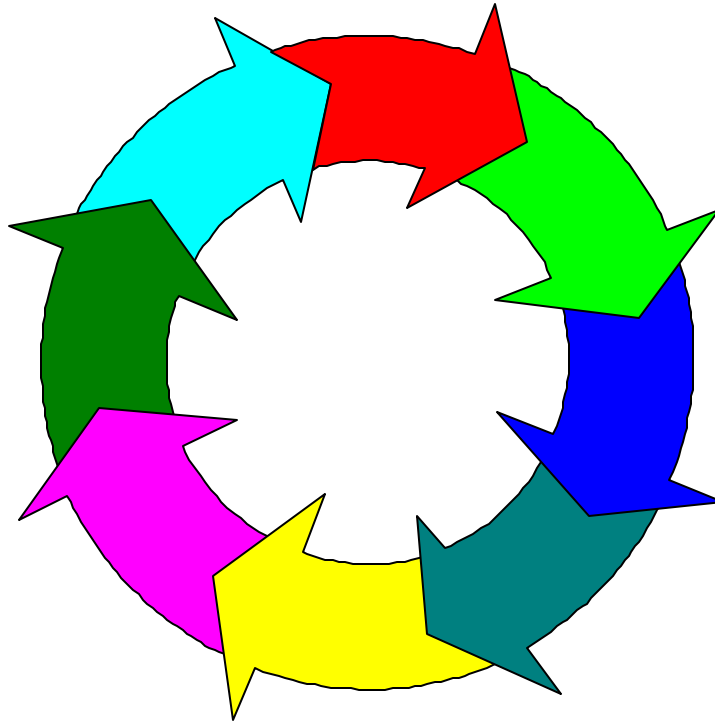
### **2006-2007**

Literacy  
Language Arts/English curriculum  
Integration of technology into Language Arts/English  
Physical Education

These identified areas are subject to change based on yearly needs assessments.

SAU 16 Goals

District Goals



Student Needs

Individual Goals

## Resources

All Educators in SAU 16 may access, but are not limited to, the following resources to help support the achievement of their professional development goals. With the exception of SAU 16 sponsored activities, all other resources may be accessed through the building administrators. All SAU 16 sponsored activities can be accessed through the SAU 16 website. Flyers and brochures for non-sponsored school activities are distributed to all educators.

- SAU/District in-service and early release days
- SAU sponsored credit courses
- Observations within SAU 16 schools
- Observations/visitations
- Intra/inter-school observations and staff exchange
- Sabbatical
- Workshops/conferences/college courses
- Readings/study/research
- Committee work
- Grant sponsored courses and workshops (Eisenhower, Title IX, Title VI etc.)
- Mentor Program/Peer Coaching/Peer Collaboration
- Video courses
- Museum resources- visitation/outreach/education programs
- ED 500 students
- Guest speakers
- On-line learning
- In-kind donations
- Travel/Teacher exchange