



Professional Development Incentive Program 2024 - 2025 School Year

Certified educators can complete all the items listed below for a \$1,000 incentive. Evidence of each item must be uploaded to the Google Drive shared folder. All requirements must be completed and evidence provided in the Google Drive by June 15th, 2025.

1. District and Principal Directed Professional Development

Attend all District and Principal directed professional development training. Upload evidence of attendance in your Google Drive folder. In the event of special circumstances that prevent your attendance the principal may recommend an alternative Professional Development opportunity.

2. Outside Professional Development Training

Attend at least one additional training outside of the district. Outside training can include the summer Annual Rural Schools Conference or specified training for a program or content area. Upload evidence in your Google Drive folder.

3. Instructional Coaching Cycle

Meet with the school district instructional coach, the CUES Literacy Coach, or a mentor teacher three times during the school year. At the first meeting establish instructional goals and benchmarks for the school year. At the second meeting check your progress using the benchmarks and reflect on the instructional strategies used. At the last meeting discuss instructional goals and any needed professional development.

4. Professional Learning Communities

Be an active participant and contributor to a PLC. The PLC may be a school, district, state, and/or national level PLC. Teachers may form PLC groups with teachers inside and/or outside of the school district. PLC groups should meet at least quarterly. This requirement can also be fulfilled by participating on the district Finance, Vision, or Policy committees. Upload agendas or other evidence to your Google Drive. Evidence may also include active participation in online PLC groups through social media and resource sharing websites.

5. Safe Schools App/Website

Complete all the required training through the Safe Schools App/Website. These will be emailed out to you by Koby Willis. Upload the completion certificates to your Google Drive. Some training sent to educators through the Safe Schools App/Website are not optional for the PD Incentive plan. Some of these trainings are by state statute required to be completed by all educators. The school district will specify those trainings.

6. Creative Project

The creative project may include a Data Project, a Innovative Teaching Strategy Presentation, or a Teaching Foundations Presentation. Examples and explanations of each are below. The

creative project is either an opportunity for teachers to showcase what is working well in their classroom or an opportunity to research instructional data and present their findings.

Data Project: *A data project includes researching or collecting instructional data and compiling it into a format that can be easily conveyed to co-workers. A teacher could collect literacy education strategies and DIBELS scores for a single grade from similar sized schools. The teacher could then compare their strategies and results with their school's current strategies and results.*

Innovative Teaching Strategy Presentation: *In the course of other professional development a teacher may discover a teaching strategy or technology that works well. The Innovative Teaching Strategy Presentation involves a teacher presenting to other teachers in a PLC, faculty meeting, or other training how an innovative teaching strategy or technology is working in their classroom. This should be teaching practices or technology the teacher is currently using and has proven to be effective.*

Teaching Foundations Presentation: *Some teaching strategies are foundational and have not been replaced with new strategies or technologies. The Teaching Foundations Presentation involves a teacher preparing a presentation or training for a foundational teaching strategy they feel they are very effective at using in their classroom. A teacher that has a very effective system for classroom management might prepare a presentation or training for new teachers of this foundational principle.*

Teachers should discuss their idea for a creative project with the principal before starting. Creative projects are intended to be shared. This can be done by presenting in a PLC, faculty meeting, or other training. Creative projects could also be shared online through professional learning and collaboration websites. The creative project should be something a teacher is proud of and excited to tell people about. Creative project materials should be uploaded to the Google Drive folder.

7. University Credits (Optional)

Completing 6 higher education credits towards an approved degree or endorsement may count in place of #2 Outside Professional Development Training, #4 Instructional Coaching Cycle, #5 - Professional Learning Communities, and #7 - Creative Project.

On June 15th, 2025 school principals will submit the names of teachers that have completed the Professional Development Incentive Program. Payment will be made with the June 2025 payroll.