



Professional Development Framework

It is the vision of the Grandville Public Schools that quality professional development results in the improvement of student learning. Quality professional development is characterized by meaningful, collegial dialogue that:

- Explores current content knowledge, inquiry learning processes, and student thinking.
- Contributes to a school culture that promotes learning at high levels for both students and educators.

This vision of professional development shows the importance of applying new ideas after acquiring them from a variety of experiences, including conferences, workshops, mentoring, mentorships, and study groups. It defines professional development in the context of educators learning from and with one another for the purpose of facilitating student learning.

The goal of professional development is to help educators acquire or enhance the knowledge, skills, attitudes, and beliefs necessary to create high levels of learning for all students. To achieve that goal, Grandville Public Schools believes that members of the school environment must learn from one another about how to effectively facilitate student learning. They learn by acquiring new information and by applying it to their work. They learn from one another by sharing ideas about the work they do and talking about which factors have a positive impact on student learning and which do not. They use current research about teaching and learning to study together through meaningful conversation, application of new ideas and reflection in groups of trusted colleagues. These groups of colleagues are called learning communities. Learning communities are guided by data on student learning, research on improved teaching and leadership practices, and state and national curricula standards that indicate what students know and should be able to do. Educators who learn together in learning communities contribute to a school culture in which all learners learn at high levels. This professional learning is the cornerstone of a quality Professional Learning Community (PLC).

In the first three years of teaching, a teacher must participate in an additional 15 days of teacher training, above and beyond the five (5) days that are provided to all teachers in the district. The additional training includes additional training sessions, workshops, and conferences. It also includes a focused mentoring program with both a Building Mentor and a District Mentor/Instructional Coach. The Building Mentor will provide specific, daily support for all facets of instruction while the District Mentor/Instructional Coach will work with the building principals to support continual growth in our new teachers.

Year 1 Teachers: (Including experienced teacher new to Grandville)

- *New Teacher Academy* Training with after school sessions = 5 days or 35 hours.
- Building Mentor - Daily Contact
- District Mentor/Instructional Coach - twice monthly contact (minimum)



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Year 2 Teachers

- *New Teacher Academy* Training with after school sessions = 5 days or 35 hours.
- Building Mentor - Daily Contact
- District Mentor/Instructional Coach - twice monthly contact (minimum)

Year 3 Teachers

- 30 Additional Hours of PD
- Building Mentor - maintains regular contact
- District Mentor/Instructional Coach - maintains contact via email (minimum)

All teachers are provided with 24 hours of professional learning, embedded into their school days in eight (8) 1/2 day learning blocks. These 1/2 day learning blocks are designated time for teacher teams to work as a PLC. Each meeting should have an agenda ([Click here for agenda/meeting minutes template](#)) and a [sign in/sign out](#) sheet. Additionally, each teacher is required to attend department/course level/grade level meetings and staff meetings each month. Each of those meetings qualify for additional District Provided Professional Development if they meet the identified criteria ([Guidelines for PD](#)). These meetings must also have an agenda and a sign in/sign out sheet. You will retain the agendas and sign in/sign out sheets for your records. By participating in each PLC day and all other meetings, each staff member is provided with 40 hours of professional learning each year.

Teacher Certification and Professional Development Links:

[Kent ISD Certification Page](#)

[MDE Certification link](#)

[Guidelines for PD](#)

[Standard Teaching Certificate Renewal](#)

[Professional Teaching Certification](#)

[Professional Teaching Certificate Renewal](#)

[SCECH](#)

[DPPD](#)

PD Forms (O: Drive, DISTRICT DOCS, Professional Development, Forms & Information)

[MOECS](#)